

## Power of attacking signing programs in lpk jlmc- pt. os selnajaya bandung

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**Article History:** Received: 10 January 2021; Revised: 12 February 2021; Accepted: 27 March 2021; Published online: 20 April 2021

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**Abstract:**The apprenticeship program is a form of cooperation between several parties, in this case the State of Indonesia and Japan to improve good relations in forming equality in development in certain fields, and aims to carry out skills transfer and so on and foster human resources who contribute to industrial development, increasing mutual understanding and friendship between the two countries, by teaching the skills, technology, or knowledge possessed by the Japanese State to apprentice participants by referring to the laws of the two countries. The purpose of this research is to determine the attractiveness of the apprenticeship program implemented at LPK JLMC PT. OS Selnajaya and to find out the background of the apprentice choosing an apprenticeship program at LPK JLMC PT. Selnajaya OS. The author uses a descriptive method, which is a method for making reports through direct observation in the field and collecting data from the company. The author also conducted limited interviews with company employees. The conclusion from the writing of this final project is the attractiveness of the apprenticeship program at LPK JLMC PT. OS Selnajaya is an apprenticeship program that is clear / certain because apprentices who carry out apprenticeships will definitely go to Japan. This is also the reason why the interns choose the apprenticeship program at LPK JLMC PT. Selnajaya OS.

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**Keywords:** apprenticeship, LPK, JLMC

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### 1. Preliminary

#### 1.1 Background

Globalization has made the boundaries between countries so close that there are almost no boundaries at all. The development of science and technology has made communication between countries and between people from various parts of the world so easy and can be done anywhere and anytime. Moreover, with the many collaborations between one country and another that facilitate relations in various fields, such as the existence of free trade cooperation, the level of competition is so great between humans in doing work and looking for work, that people are then required to always be active in following the developments of that era.

This condition allows workers from various countries to enter and work in another country. Competition between workers is inevitable. If workers from other countries enter Indonesia, they will easily find jobs because the quality of these workers is no longer in doubt. However, it will be the opposite, if Indonesian workers who are going to other countries are generally less qualified so that even though they can enter a country, they can only work in homes as domestic helpers or on plantations where their existence is not recognized.

The quality of the workforce and unemployment is one of the major problems facing the Indonesian nation. Therefore, to reduce the number of unemployed, the Indonesian nation is trying to create and improve the quality of the workforce so that it can compete for jobs. The quality of the workforce is determined by several factors of education and training, physical condition and mental attitude. If the workforce has higher education, usually their knowledge, skills and attitudes are better. Education is generally obtained from formal education, both at the school and university levels.

The training places more emphasis on technical skills which are usually carried out by course and training institutions conducted by both the government and the private sector. Apart from educational factors, physical condition is an important part of the quality of the workforce. Generally, workers can work well if they are in good physical condition. The point is that the workforce must be physically and mentally healthy. For this reason, it is necessary to cultivate healthy living habits by exercising and eating healthy and nutritious foods.

Furthermore, mental attitude is also very important in forming a quality workforce, because mental attitude will direct the workforce to work with dedication and responsibility. A mental attitude that is disciplined, working hard, highly dedicated, willing to cooperate with others is a must in order to create a good and quality performance. Cultivating a mental attitude that is disciplined, highly dedicated, willing to work hard, full of responsibility,

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willing to cooperate with other workers are things that must be owned by workers in order to be able to do all jobs properly and correctly.

With regard to education, there are still a few workers who have received higher education. In general, due to economic factors, it does not have sufficient funds to continue education to tertiary institutions. Therefore, it is necessary to have a course and training institution both by the government and the private sector to help produce a truly qualified workforce.

This is where the role of education, especially non-formal education, is important in an effort to support the creation of quality human resources. Because Human Resources (HR) is a very influential factor in managing other sources. As explained by Hapsari (2016: 72; Kim, 2019) which states that Human Resources (HR) is basically a very strategic factor compared to other factors, because human resources are the key to all forms of management of other resources so that other sources can be put to good use and useful to many people. One of the roles of education to improve the quality of human resources is through skills development activities or what is known as life skills education.

There are many ways that can be done to obtain life skills education, one of which is through the Job Training Institute (LPK). LPK offers a wide range of life skills such as language skills, computer operation skills, sewing skills and many others. In the competition in this global era, LPK not only offers skills for the domestic sector, but also offers skills that are prepared to compete with a wider and more globalized world of work. For example, the ASEAN Economic Community (AEC) cooperation program is believed to be able to increase economic competition between countries in the Southeast Asian region. This MEA can be a driving force for business actors both in the field of goods and services to compete to improve their quality so that they can compete on an international scale. This is where the LPK is expected to be able to provide job skills for the community in order to improve the quality of their skills so that they can be juxtaposed with strategic jobs along with people from other countries.

Another economic cooperation that has been running is cooperation with the Japanese government regarding the distribution of apprentices to Japan. What came to be known as the apprenticeship program to Japan. This apprenticeship program to Japan is a program organized by the International Manpower Development Organization, Japan called IM Japan in collaboration with the Indonesian government to channel apprentices to Japan whose purpose is to absorb knowledge, knowledge and skills through working activities in industries / companies in Japan. .

This apprenticeship program to Japan is expected to help improve the domestic economy. Apprentices who are equipped with skills and knowledge about industry in Japan are expected to be able to occupy strategic industrial sectors in Indonesia, both to work for Japanese companies in Indonesia, or those who want to create strategic opportunities through entrepreneurship with fees that have been collected when internship in Japan for 3 years. In his interview with Bisnis.com on 29 September 2016, Asep Gunawan (Director of apprenticeship at the Ministry of Manpower) said that this apprenticeship program is designed to provide opportunities for young people to gain experience to get jobs that increasingly require competency requirements and to start independent businesses.

This apprenticeship program is a little different from most of the apprentices we know, usually apprenticeship is a requirement for graduation while studying. This apprenticeship program to Japan is not related to formal educational institutions such as SMK / SMA or universities but is under the umbrella of the Job Training Institute (LPK). As described in the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number: PER.08 / MEN / 2008 concerning procedures for licensing and organizing apprenticeships abroad. Apprenticeship abroad is part of a training system that is carried out as a whole and integrated in Indonesia and abroad by job training institutions or companies or educational institutions or institutions under the guidance and supervision of instructors and / or workers who are more experienced, in the process of producing goods and / or services in order to master certain skills or expertise. Based on the explanation of the PERMEN, it can be seen that this overseas apprenticeship is to be able to master certain skills that are obtained from the process of working while studying abroad.

Following an overseas apprenticeship program, especially Japan, of course, requires careful preparation. Japan, which certainly has a different language and culture from Indonesia, requires that apprentices to Japan receive provision and preparation of knowledge of both Japanese language and culture. The role of the Working Training Institute (LPK) here is very important, namely as a guide for participants in the Japanese apprenticeship program (kenshu) and providing training and preparing for all things Japanese as well as through a series of training both

in knowledge, physically and mentally to forge Japanese apprentices to become personal who have a high work ethic as needed by the industrial world in Japan.

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### 1.2 Scope of the Problem

In writing this Final Project report, the scope of which will be discussed by the authors include:

1. What is the appeal of the apprenticeship program at LPK JLMC PT. OS Selnajaya Bandung?
2. What are the reasons why the apprentice chooses the apprenticeship program at LPK JLMC PT. OS Selnajaya Bandung?

### 1.3 Writing Method

The method or ways that the writer does is to use descriptive methods. A method that describes an actual and accurate systematic arrangement. According to Nazir (1988: 63) in the Sample Book of Research Methods, the descriptive method is a method of examining the status of a group of people, an object, a set of conditions, a system of thought or a class of events in the present. The purpose of descriptive research is to make descriptions, descriptions or paintings systematically, factually and accurately regarding the facts, characteristics and relationships between the phenomena being investigated. The author also makes direct observations in the field, collects data from the company concerned, limited interviews with company employees, literature studies and experiences directly experienced by the author.

## 2. DISCUSSION

### 1.1 The Appeal of the LPK JLMC Apprenticeship Program PT. Selnajaya OS

In this chapter, the author will discuss the attractiveness of the LPK JLMC PT apprenticeship program. Selnajaya OS. This apprenticeship program is a form of cooperation between several parties, in this case the State of Indonesia and Japan to improve good relations in forming equality in development in certain fields, and aims to carry out skills transfer and so on and foster human resources that contribute to industrial development. , enhance mutual understanding and friendship between the two countries, by teaching skills, technology, or knowledge possessed by the Japanese State to apprentice participants by referring to the laws of the two countries.

Several things have become the attraction or strength of the apprenticeship program at LPK JLMC PT. Selnajaya OS, including:

#### 1.1.1 Training Facilities and Content

- Educational Content

LPK JLMC PT. OS Selnaja provides effective education by combining conversational Japanese language teaching by native speaker instructors and teaching grammar and vocabulary by experienced local instructors. Job Training Institute (LPK)

This can design a curriculum that suits the needs of the company from the short term to the long term.

Table 4.1 Daily examples of apprentices

**Hours of Content**

5:30 - 6:30 Morning exercise, discipline training, physical exercise  
 6:30 - 7:00 Prepare for study  
 7:00 - 7:45 Breakfast  
 7:45 - 7:55 Arrive at class  
 8:00 - 10:00 The first lesson of the morning session  
 10:00 - 11:15 Take a break  
 10:15 - 12:15 Second lesson morning session  
 12:15 - 13:15 Take a break  
 13:15 - 15:15 First lesson of the afternoon session  
 15:15 - 15.30 Rest  
 15:30 - 17:30 Second lesson of the afternoon session  
 17:30 - 18:30 Rest before dinner  
 18:30 - 19:30 Dinner  
 19:30 - 22:00 Study time (review and homework)  
 22:00 - 5:30 Sleep

- Educational Facilities

JLMC, which is a sending institution, is the first educational institution in Indonesia that has obtained ISO 29990 (International Education and Training Standards), and has the resources to support stable and high-quality education. JLMC has two educational facilities located in Bandung and Lembang, and can hold a large number of courses at the same time.

- Support / Support Through Group Cooperation

Not only recruitment in Indonesia, company interviews, pre-departure education, and preparation of departure documents, but also after arriving in Japan, all elements of this group of companies under the auspices of Outsourcing Co. Ltd will help through collaboration with specialized companies that handle daily life support and Recipient Organizations (Cooperative) because they can provide full assistance in the field of managing the life of the interns, so you can focus on technical coaching which is the initial goal of implementing the apprenticeship program itself. Then PT. OS Selnajaya will also help with job searches for apprentices who have returned to Indonesia so that they can safely attend the training.

## 1.2 Background matters The apprentice chooses the Apprenticeship Program at LPK JLMC PT. Selnajaya OS



Diagram 4.1 Motivation to take part in the apprenticeship program at LPK JLMC PT. Selnajaya OS.

Based on the diagram above, the results of the questionnaire from the apprentices regarding their motivation to join the apprenticeship program at LPK JLMC PT. OS Selnajaya, 94%, namely 47 apprentices, chose a clearer program, 6%, namely 3 apprentices chose affordable fees, and 0%, that is, no intern chose because they were invited by friends.

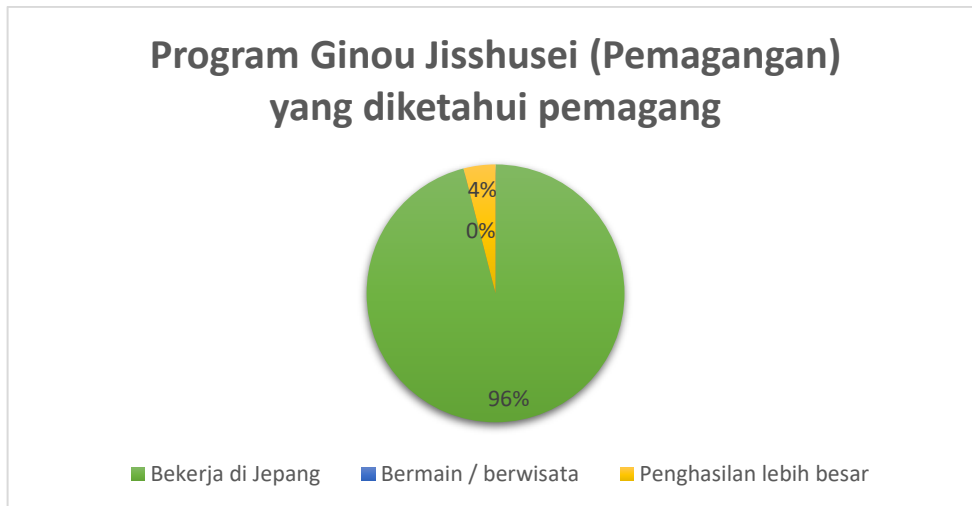


Diagram 4.2 What interns know from the Ginou Jisshusei (Apprenticeship) Program

Based on the diagram above, it can be concluded that as many as 96%, namely 48 apprentices, know that the Ginou Jisshusei (Apprenticeship) program is working in Japan. Meanwhile, as much as 4%, namely 2 apprentices choose a higher income, and 0% for apprentices who choose to play / travel.

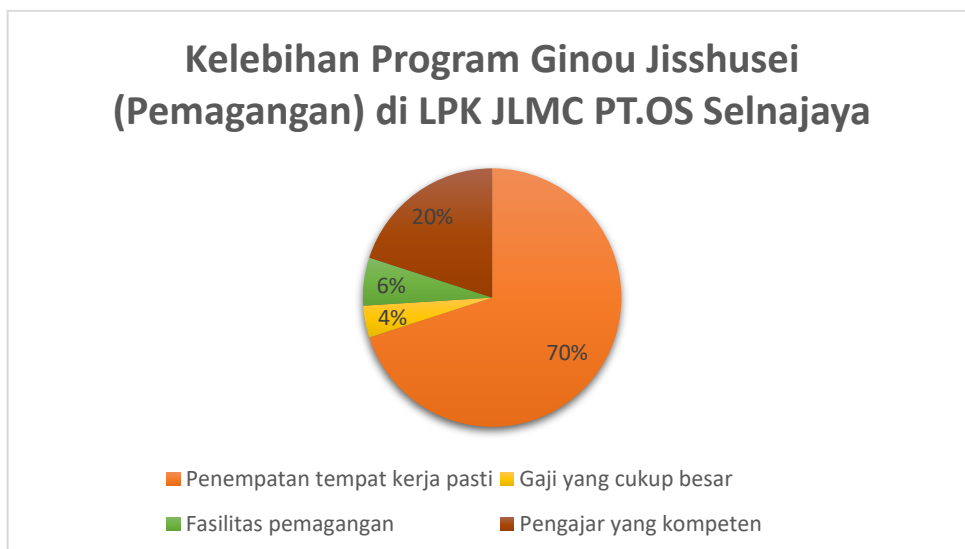


Diagram 4.3 Strengths of the Ginou Jisshusei (Apprenticeship) Program at LPK JLMC PT. Selnajaya OS

Based on the diagram above the writer can conclude that the advantages of the Ginou Jisshusei Program (Apprenticeship) LPK JLMC PT. OS Selnajaya as much as 70%, namely 35 apprentices choose a definite work placement. Meanwhile, 4%, namely 2 apprentices, chose a fairly large salary, 6%, namely 3 apprentices, chose apprenticeship facilities, and 20%, namely 10 apprentices, chose competent teachers.

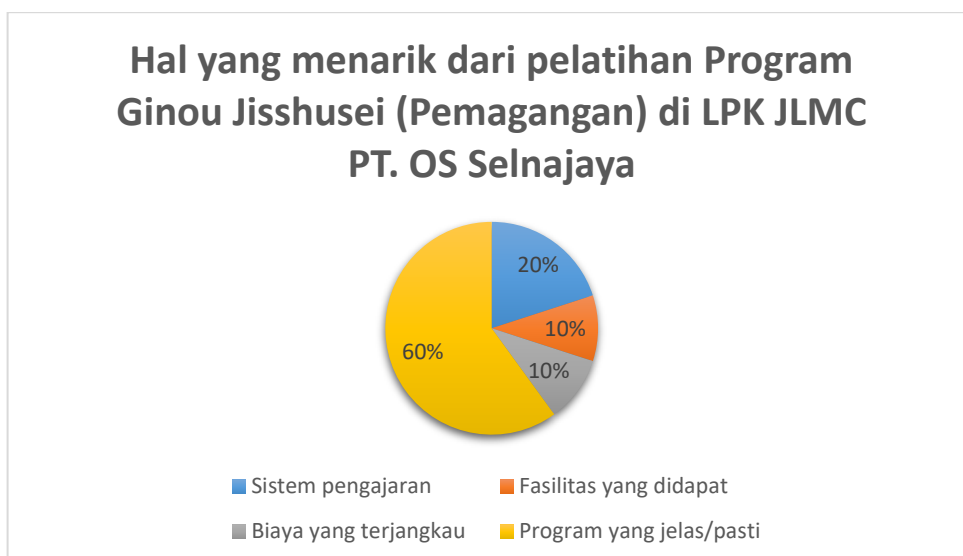


Diagram 4.4 What is interesting about the Ginou Jisshusei (Apprenticeship) program training at LPK JLMC PT. Selnajaya OS.

Based on the diagram above, as much as 60%, namely 30 apprentices choose a clear / definite program for interesting things from the Ginou Jisshusei (Apprenticeship) Program at LPK JLMC PT. Selnajaya OS. Meanwhile, 20%, namely 10 apprentices, chose the teaching system, 10%, namely 5 apprentices, chose the facilities obtained, and the remaining 10% chose affordable fees.

### 3. Conclusion

Based on the descriptions and discussion in the previous chapters, in this chapter the writer will draw conclusions and provide some suggestions that might be useful for JLMC, especially LPK JLMC PT. Selnajaya OS. The conclusions are as follows:

- The attractiveness of LPK JLMC PT OS. Selnajaya so much in demand by apprentices is a learning system with a curriculum tailored to the needs of the company, highly experienced native speakers and instructors and instructors, educational facilities that support learning, definite work placements for apprentices, and certainty of departure after the apprenticeship program.
- Based on the results of the questionnaire, the intern's motivation to participate in the apprenticeship program at LPK JLMC PT OS. Selnajaya is the clearer program with a response rate of 94% of the 50 interns. As many as 70% of the 50 apprentices choose a secure workplace placement for the advantages of the apprenticeship program. Meanwhile, the interesting thing about this apprenticeship training program is a clear / definite program with a response rate of 60% of the 50 apprentices

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