

Special Job Exchange Management (Bkk) In Improving Absorb Work And Grow entrepreneurship student At SMKN 1 Pacet Cianjur And SMKN Development Lembang Farm

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Abstract.

The purpose of education in the 1945 Constitution is to educate the nation's life and participate in world peace. Education is an effort to develop existing abilities and potential to become quality human beings. Vocational High Schools were chosen as institutions that are able to produce graduates who can directly enter the workforce. The purpose of this study was to obtain data and examine the Special Job Market Management in increasing job absorption and fostering student entrepreneurship at SMKN 1 Pacet, Cianjur Regency and Vocational School for Agricultural Development Lembang. The research uses a qualitative approach. With the case study method, the focus is on examining a particular case or phenomenon in society which is carried out in depth by studying the background, circumstances, and interactions that occur. The data collection methods in this study were conducted interviews, observations and documentation studies. The results of this study indicate that Special Job Exchange Management is effective in increasing the absorption of student work and fostering entrepreneurship in the field of Agriculture and Agribusiness at SMKN, as proclaimed by the Governor of West Java, the Target is Millennial Farmers, then Agriculture is the third largest sector that contributes to the economic cycle. in West Java, so that implementation planning, organizing, monitoring and evaluation need to be carried out in vocational schools as partners in increasing student work absorption and fostering entrepreneurship in the field of agriculture and agribusiness. , this is a problem while SMK is a place to print the younger generation in innovating and developing talent.

Keywords: BKK, Entrepreneurship and SMK

I. INTRODUCTION

In the era of globalization, competition in the business world and the industrial world is getting tighter, one of which occurs in the competition in getting a job. The competition is not only with prospective Indonesian workers, but also with prospective foreign workers. So that prospective domestic workers must have quality competencies so that they are not inferior to prospective foreign workers. Under such conditions, an education degree does not guarantee that prospective workers will get a place in the industry. However, knowledge, skills and personality will provide a path of success for someone at work. The purpose of education in the 1945 Constitution is to educate the nation's life and participate in world peace. Education is an effort to develop existing abilities and potentials to become quality human beings. Education humanizes humans, meaning that education prepares humans to have qualities that can realize the ideals of the nation. Education utilizes human resources, but humans are also required to utilize natural resources that should be exploited. Not all children are able to continue to college because most of them want skills quickly and work according to their fields. Vocational High School was chosen as an institution capable of producing graduates to be able to directly enter the workforce. Data from the Central Statistics Agency (BPS), in 2019 showed that unemployment in Indonesia was increasing. Competition in looking for work is very high and increasing, so Vocational Schools are expected to become schools that can quickly and accurately acquire skills that can be absorbed by the business world and the industrial world.

According to the Decree of the Minister of Education and Culture Number 57 of 2021 concerning National Education Standards, the government has set policies, including the implementation of Vocational High Schools directed to be more responsive in responding to the challenges of the workforce needed in development. According to the National Education System Law, it has been stated that secondary education prepares students to work in certain fields. According to the Government Regulation of the Republic of Indonesia in article 15 of Law Number 20 of 2003 concerning the National Education System, it is regulated that vocational education is secondary education that prepares students to work in particular fields. As part of the national education system. Vocational secondary education is education at the secondary education level that prioritizes the development of students' abilities in carrying out certain types of work. Vocational High

School is a formal institution that functions to prepare students to enter the world of work. News written by [2] Iqbal Muhtarom in Tempo.Co news Saturday, April 10, 2021 11:07 WIB. Ridwan Kamil, Governor of West Java, during the inauguration of the Millennial Farmer Program 4.0 in Lembang, West Java. Get Young People to Become Millennial Farmers 4.0 Willing to Go to Gardens and Rice Fields. The Millennial Farmer 4.0 Program, which was initiated by the Governor of West Java, Ridwan Kamil, was already running at the end of March. There were more than 8,000 young people who registered and were interested in joining this Millennial 4.0 Farmer. "Some of the participants are still training until the end of the month. The Millennial 4.0 Farmer Program symbolically starts from Pidi Baiq's plantation in Lembang. Furthermore, Ridwan Kamil explained that this program is one of the government's ways to create jobs that have been decreasing since the COVID-19 pandemic. Furthermore, Ridwan Kamil asked young people who want to take part in Millennial Farmers 4.0, please be patient because of the high interest of young people who want to join. "Please be patient and let's be enthusiastic," he said as quoted by Tempo, a number of parties and companies involved in this program who are members of the buyer's forum such as Bank BJB, Argo Jabar, Tanihub, IPB and Padjadjaran University.

Agriculture is the third largest sector that contributes to the rotation of the economy in West Java, but at the same time the agricultural sector is abandoned by the millennial generation. "My target is 100 thousand millennial farmers," said Ridwan Kamil. The young people who take part in Millennial Farmers 4.0 will be trained and participate in a number of jobs such as inventorying land potential, determining agricultural commodities, capacity building, seed assistance, fertilizer and pesticide seeds as well as equipment, finally financing facilities and product marketing. This millennial farmer program is open to young people between the ages of 19 (nineteen) to 39 (thirty nine) years. The program was launched but did not touch the realm of Vocational Vocational Schools with a major in agriculture, this is a problem while Vocational High School is a place to print the younger generation in innovating and developing talent. Vocational High School is a forum for producing graduates with soft skills that cannot be doubted, this has been confirmed through student activities while still in school. People who prefer SMK as formal education because it has provided provisions to enter the world of work. [3] (Suryono, 2013: 32). This is evidenced by public opinion which considers that SMK is more promising. Vocational High School is a secondary education institution that is held and prepared to continue and expand basic education as well as to enter the workforce and develop professional attitudes. The Center for Excellence Vocational High School Program (SMK PK) is a program that focuses on developing and improving the quality and performance of SMK with priority areas that are strengthened through partnerships and alignment with the world of work. Vocational High Schools that implement the Center of Excellence Vocational High School program become reference Vocational Schools and centers for improving the quality and performance of other Vocational High Schools.

The Center of Excellence Vocational School is a vocational high school that is able to produce graduates who are competent in certain skill competencies and are absorbed in the business world, industry, and the world of work and can continue to higher education, through a program to align vocational education in a systematic and comprehensive manner with the business world, the industrial world, and the world of work and serves as a center of excellence, quality improvement and reference for other vocational schools. The dynamic world of work requires students to be able to read for themselves the opportunities that will be achieved. There are limited job opportunities, so students must also be able to choose what jobs are in accordance with their abilities. Students who have finished school will feel more confident in choosing the world of work if from an early age they know for sure the capabilities and conditions of the existing job market. Although the job opportunities that are formed are very limited in number when compared to the number of mature workers, it makes them more confident in facing tough competition. BKK has an important role for SMK alumni. Especially if the BKK function is supported by the ease of distributing information to alumni, such as the creation of an online BKK application that can be accessed by alumni without limitations of space and time. Problems related to the success of graduates of a vocational school being accepted into the world of work are something that needs to be seriously considered by the management of vocational high schools in channeling their graduates. educational process. One form of

relevant activity is through a special job fair (BKK) in schools. BKK as an institution formed in Vocational High Schools especially facilitates SMK alumni. Information on job vacancies displayed usually also includes certain skill qualifications that are the focus of learning in a particular vocational school. If so, of course, the needs of job seekers are more specific to SMK alumni. Thus, SMK graduates can take advantage of this BKK.

Apart from not covering the high/general high school level, the qualifications of expertise possessed by SMK graduates are in accordance with market needs. The high school level does not prepare its alumni to be able to enter the world of work after graduating from school, high school graduates are prepared to continue their studies or study at a higher level. However, the phenomenon that exists in Vocational Schools today has problems, namely there is still unemployment caused by a lack of knowledge, skills and abilities that are not in accordance with the demands of the world of work and lack of information about the world of work for graduates. Based on these problems, the root cause of some of the problems above is that the special job market (BKK) and entrepreneurship have not fully become partners for graduates in finding information on vacancies in accordance with their fields of expertise. Meanwhile, according to [4] Fatmawati (2013:13) that the special job market (BKK) and entrepreneurship have the task of providing employment information services to students, students, students who will enter the field / world of work, fostering and developing cooperative relationships with government and private institutions, including the business world and alumni in procuring information on job training and distribution as workers, carrying out activities related to the recruitment and selection of prospective workers/educational personnel at the request of the Ministry of Manpower. Based on the results of a preliminary study at SMKN 1 Pacet Cianjur and SMKN Pertanian Pembangunan Lembang. Shows that BKK in distributing graduates is not good enough. This is evidenced by the data of graduates in 2019 as many as 20% are already working, 25% continue to college, the rest are entrepreneurial students, work while studying and others. Special job fairs (BKK) and Entrepreneurship, do not promote graduates to work partners, but work partners who come directly to school in search of workers. Based on the description above and the results of the preliminary study, the researcher will examine the Special Job Market Management (BKK) in Improving Job Absorption and Growing Student Entrepreneurship at SMKN 1 Pacet Cianjur and SMKN Pertanian Pembangunan Lembang.

II. METHODS

The research approach used in this study is qualitative research, while the research method used in this study is a case study method, with this method more complete, more in-depth, credible and meaningful data will be obtained so that the research objectives can be achieved. The case study method is the right method to be used in this research, because researchers will be able to see thoroughly, thoroughly and completely about the application of Special Job Market Management (BKK) in Increasing Job Absorption and Growing Student Entrepreneurship at SMKN 1 Pacet Cianjur and SMKN Agriculture Pembangunan Lembang.

III. RESULTS AND DISCUSSION

The allocation of very limited resources is the basic principle and basis for formulating planning and organizing. There are several things to do when planning a plan. In this study, the objectives have been formulated, the work to be carried out and how to do it and who will carry out the activities in an organization. According to [5] theory (Purwant1 2012:15), the steps in planning include the following: (1) determining and formulating the goals to be achieved; (2) researching problems or jobs to be done; (3) collect the necessary data and information; (4) determine the stages or series of actions and (5) formulate how the work will be completed. Based on this, this research conducts planning in accordance with the aim of producing competent graduates in the fields of agriculture and agribusiness. Journals that have relevance to research [6] Nurlaili (2022) shows that the Management of the Special Job Exchange Program at SMK Negeri 2 Samarinda is carried out through four stages, namely planning, organizing, implementing, and evaluating. At the planning stage, surveys were conducted to several relevant DU/DI, management meetings, formation of the BKK team as program implementers, preparation of MoU between SMK and DU/DI. The

difference in the research planning that the researcher did with this journal, lies in conducting a survey to the company, but the research carried out by the researcher in the planning stage. The planning of the work program is carried out by the management.

The results of research that have relevance to this study, namely those mentioned by Nurlaili (2022) show that the stage of organizing the BKK Management carries out BKK tasks under the coordinator of the Deputy Head of Public Relations, while in the research the researchers conducted to increase the absorption capacity of the Special Job Exchange (BKK) and foster Entrepreneurship is organized through learning centers and partners, these partner learning centers are companies whose MOUs with schools allow industry learning partners to provide training to students, facilitating students to gain meaningful experiences to achieve basic competencies. In achieving these basic competencies, students are required to be actively involved in every learning activity. Learning methods, in increasing the absorption capacity of the Special Employment Exchange (BKK) and fostering Entrepreneurship through learning centers and partners, which are used in SMKN, which consist of lecture, discussion, presentation and practice methods. The direct practical learning method chosen by the two SMKNs. Focused learning through learning centers and partners, which are the method of choice with learning media in implementing the theory gained and direct practical experience, so that students have experience in making it easier to work in the industrial world independently to become entrepreneurship.

Implementation of the Special Job Exchange in increasing job absorption and fostering entrepreneurship in the field of Agriculture and Agribusiness at SMKN carries out annual programs that have been planned, established and are being implemented, motivate students and school performance, develop a culture that supports the implementation of entrepreneurship, determine organizational structure and set a budget. The implementing team that is competent in the field of BKK and entrepreneurship in realizing the implementation is carried out in developing and increasing school productivity by expanding its network. The job market is an institution that carries out its function of bringing together job seekers and labor users in placement (Hermansyah, et al., 2009:11). According to a decision from the Director General of Development and Placement of Domestic Workers (Binapendagri), the job market is an institution that carries out the placement function in bringing together job seekers and labor users (2010: 4). ([7] in Judge 2010) Supervision of the Special Job Market in increasing job absorption and fostering entrepreneurship in agriculture and agribusiness at SMKN. Supervision of activities is carried out by the Supervisory Team in this case from the Education Office, namely supervisors, in schools by school principals, school committees, this supervision is carried out by monitoring and evaluating activity programs. Evaluation of learning achievement is based on the amount of production and nominal sales and considers the learning process carried out by students during entrepreneurial learning through the ongoing learning center and student abilities.

Lukman, Agro et al. (2018) stated that, Evaluation of the implementation of the Special Job Exchange in helping to distribute graduates to industry at SMK Negeri 1 Udanawu, Blitar Regency. The results of the research on the implementation of the BKK at SMK Negeri 1 Udanawu showed quite good while the results of the research conducted by Listiana, [8] Listyani (2019) showed thatSMK. The Ust Jogja Journal, has relevance because the results of this study are as follows. (1) The Special Employment Exchange (BKK) at SMKN 2 Pengasih is formed and developed based on an analysis of the problems encountered and an analysis of existing needs. (2) The existence of BKK at SMKN 2 Pengasih is very important in the process of recruiting graduates and distributing graduates to the world of work. (3) BKK management refers to the main functions of management in general, which includes four main functions, namely planning (planning), organizing (organizing), implementation (actuating), evaluation and monitoring (evaluating/controlling). (4) The factor that hinders BKK management is the attitude of students who are not yet independent and ready to face the world of work. (6) The results obtained indicate an increase in the distribution of graduates in the business world/industrial world through BKK at SMK N 2 Pengasih. The results of this study have similarities with the research that the researchers did, that the supervising teacher also monitors the implementation of learning in the field carried out by students, in making food, planting and harvesting agricultural products, and selling their own products. Learning evaluation is based on learning

achievement, by recording the number of products produced and selling existing products. Therefore, teachers can assess students in carrying out activities to get a turnover. (6) The results obtained indicate an increase in the distribution of graduates in the business world/industrial world through BKK at SMK N 2 Pengasih.

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The supporting and inhibiting factors for the Special Job Exchange in increasing job absorption and fostering entrepreneurship in agriculture and agribusiness in SMKN are BKK support facilities and for entrepreneurship in schools such as training centers, Business Centers, School Cooperatives, infrastructure, while the inhibiting factors are, distribution of graduates to the world of work including internal factors and external factors. Barriers from internal factors can be seen in terms of human resources, namely graduates who choose too much work. Barriers from external factors can be seen in terms of communication, namely the existence of graduates who are difficult to contact when they are given information about job vacancies. The solution is to overcome the inhibiting factors of the Special Job Market in increasing job absorption and fostering entrepreneurship in agriculture and agribusiness at SMKN, always actively looking for job vacancies that match the interests and competencies of graduates, expanding the network of cooperation with companies and collaborating with schools others to exchange information. Labor recruitment can be determined from various sources. The first priority is focused on the orientation of workforce management. This is based on developments and policies taken so that the future of a company depends on the shrewdness of labor management in determining and selecting skilled workers in accordance with the company's orientation motive. always actively looking for job vacancies that match the interests and competencies of graduates, expanding the network of cooperation with companies and collaborating with other schools to exchange information. Labor recruitment can be determined from various sources. The first priority is focused on the orientation of workforce management.

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IV. CONCLUSION

Special Job Exchange Management in increasing job absorption and growing entrepreneurship through planning contained in the details of activities made at the beginning of the odd semester, implementation through partnerships with industry, channeling students to companies that partner with schools, organizing BKK through the management structure consisting of the head of the BKK, secretary, treasurer and staff, supervision is carried out internally by school supervisors and principals, monitoring program evaluation is carried out once a year.

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