

## ABSTRAK

Pelatihan kerja dapat mempersiapkan kompetensi kerja. Dalam pelaksanaannya pelatihan kerja dapat dilakukan oleh lembaga khusus yang disebut LPK (Lembaga Pelatihan Kerja). Dalam upaya peningkatan kompetensi kerja sesuai standar pasar tenaga kerja maka diadakan LPK berbasis SO (*Sending Organization*). Dengan melihat fenomena penurunan tenaga kerja Jepang dan prospek karir kerja di Jepang, maka LPK berbasis SO ini melakukan program pelatihan kerja yang bertujuan untuk magang ke Jepang. Penelitian ini dilakukan terhadap LPK Yutaka *Education Center* dengan teknik kualitatif deskriptif, menggunakan instrumen penelitian yaitu wawancara dan observasi serta teknik validasi data triangulasi sumber. Tujuan dari penelitian ini untuk mengetahui bagaimana pelaksanaan program pelatihan kerja di LPK Yutaka *Education Center*, bagaimana sasaran pelatihan kerjanya dan bagaimana upaya LPK Yutaka *Education Center* dalam meningkatkan kompetensi kerja pesertanya sesuai dengan standar kelulusan magang ke Jepang. Hasil dari penelitian ini yaitu pelaksanaan program pelatihan kerja di LPK Yutaka *Education Center* telah berjalan dengan baik dilihat dari indikator pelatihan kerja yang ada. Pelatihan dapat dikategorikan berdasarkan sasarannya (psikomotorik, afektif, kognitif). Upaya dalam mempersiapkan kompetensi kerja dapat dilihat melalui kegiatan apa saja yang ada di LPK Yutaka *Education Center* dalam proses pelatihan kerja untuk meningkatkan indikator kompetensi kerja serta dapat dilihat melalui rekapitulasi karir alumninya bahwa dengan mengikuti pelatihan kerja maka kompetensi kerja akan meningkat.

Kata kunci: pelatihan kerja, kompetensi kerja, LPK, *Sending Organization*

**KARAWANG**

## ABSTRACT

*Job training can prepare work competencies. In its implementation, job training can be carried out by an institution called LPK (Lembaga Pelatihan Kerja/Job Training Institute). In an effort to prepare work competence according to labor market standards, SO (Sending Organization) based LPK was held. By looking at the phenomenon of the decline in Japanese labor and career prospects in Japan, this So-based LPK conducts a job training program aimed at internship to Japan. This research is conducted on LPK Yutaka Education Center with descriptive qualitative method, using research instruments namely interview and observation as well as source triangulation for data validation method. The purpose of this study is to find out how the implementation of job training programs at LPK Yutaka Education Center, how the job training targets and how LPK Yutaka Education Center's efforts in improving the work competencies of its participants are in accordance with the standards for graduating internships to Japan. The result of this study is that the implementation of job training programs has run well as seen from existing job training indicators. Training can be categorized based on their goals (psychomotor, affective, cognitive). Efforts to prepare work competencies can be seen through any activities at LPK Yutaka Education Center in the job training process to prepare work competencies indicators and can be seen through the career recapitulation of alumni that by attending job training, work competencies will increase.*

**Keywords:** job training, work competencies, LPK, Sending Organization

