

Implementation of the Determination of Indonesian National Work Competency Standards at the Institutions for Airport Job Training

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ABSTRACT

This research explores how Bali Aviation and Tourism Center applies 'Indonesian national work competency standards based on the Decree of the Ministry of Manpower of the Republic of Indonesia No 226 of 2020. The research method applied in this research was normative-empirical legal research, which examined the implementation of laws and regulations (law in action) against an event or legal phenomenon in society. The data collected for the research were in the forms of primary data and secondary data. The primary data in this research were directly collected from informants and respondents having competencies and knowledge related to this research to provide the information needed for the research associated with the stipulation of 'Standard Indonesian National Work Competency Standards' in the Institutions for Airport Job Training. Meanwhile, the secondary data were collected from literature reviews or other information related to the researched problems, such as books and notes. By the problems, the study's objectives are to reveal how 'Indonesian National Work Competency Standards' are based on the Decree of the Ministry of Manpower of the Republic of Indonesia No. 226 of 2020 Curriculum in the Institutions for Airport Jobs Training.

Keywords: *Implementation of Stipulation, Indonesian National Work Competency Standards (SKKNI), Institutions for Airport Job Training.*

1. INTRODUCTION

Tourism is a priority sector that has an essential role in a country's economy that exceeds the oil and gas sector and other industries if appropriately managed. in law number 10 of 2009 concerning tourism, tourism businesses provide goods and/or services to fulfill tourist needs and organize tourism [1].

Considering the importance of the tourism sector for the country's economy, the government is striving to make the tourism sector grow and develop. In developing tourism destinations in the country, the government needs to conduct cross-sectoral coordination in some sectors that can support tourism, such as lodging services, tourist attractions, travel sector, management of tourist destinations, and transportation [2]. of these several sectors, transportation is considered necessary in the tourism sector because it can take tourists to tourist attractions and bring tourists back to their initial places.

Various transportation services are provided to make it easier for visitors to reach destination areas, whether by

land, sea, or air. Usually, air transportation is the choice of visitors for destinations. A place of transportation services that have a high flying grade in its movement is the airport as a central place for various commercial and non-commercial air travel activities. The reason people prefer to use air transportation services is that it is practical and fast. In addition, not all trips between cities or countries can be reached by land travel and sea travel. That is why many airports were established to meet the needs of the general public. The increasing number of air transportation users will increase the number of trained human resources to provide services.

The main element of the organization is human resources more than other elements such as funds and technology. This is because humans are the implementers of all elements. To get quality human resources, namely through job training.

According to law no. 13 of 2003 concerning manpower (labor law), job training is the entire activity to provide, obtain, improve, and develop work competencies, productivity, discipline, attitudes, and

work ethic at certain levels of skills and expertise by the level of and job or job qualifications. Job training is organized and directed to equip, improve, and develop work competencies to increase ability, productivity, and welfare.

Job training considers the needs of the labor market and the business world, both internal and external relationships. It is held based on training programs that refer to work competency standards carried out in stages. A ministerial decree regulates work competency standards for job training. For job training, the standard of work competence used is the Indonesian national work competency standard.

The Indonesian national work competency standards according to the regulation of the Ministry of Manpower and Transmigration no. 8 of 2012 concerning procedures for stipulating Indonesian national work competency standards are the formulation of work abilities that include aspects of knowledge, skills, and/or expertise as well as work attitudes that are relevant to the implementation of tasks and job requirements determined by the provisions of the legislation [3]. However, not all airport training institutions meet the Indonesian national work competency standards.

Based on the above problems, the author is interested in conducting a research entitled implementation of the determination of Indonesian national work competency standards at the airport job training institute.

2. METHOD

The research method is a process, principle, and procedure in solving a problem in conducting research [4]. The research method used in this study is empirical normative, namely examining the implementation of the provisions of the legislation (law in action) against an event or legal phenomenon in society [5].

The research approach used in this research is descriptive qualitative. A qualitative descriptive approach is an approach to describe descriptively how the Bali Aviation and Tourism Center applies Indonesian national work competency standards according to the Decree of the Ministry of Manpower of the Republic of Indonesia No. 226 of 2020.

The types of data used in this study are primary data and secondary data. Primary data were obtained directly from informants and respondents who have competence and knowledge related to this issue about the Implementation of Determination of Indonesian National Work Competency Standards at the Airport Job Training Institute. Meanwhile, secondary data were obtained from literature studies or other materials related to the problems studied, such as books and notes.

The data was obtained through the interview, observation of data collection guidelines, documents and notes obtained from informants and then analyzed qualitatively. In qualitative research, the process of collecting data begins with entering the research location.

In this case, the researcher visited the research site, namely the Bali Aviation and Tourism Center (BATC), located at Jalan Tukad Barito Timur No 18B Renon, South Denpasar. Then proceed with meeting research informants. Furthermore, collecting the data was carried out using interview and documentation techniques. After collecting data, it is analyzed using formal and informal techniques.

3. RESULT AND DISCUSSION

According to Law Number 13 of 2003 concerning Manpower, job training is the entire activity to provide, obtain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at a particular skill and expertise level by the level and qualification of the position or profession [6].

Job training is held based on a training program that refers to work competency standards. Every job training institution has its competency standards. However, for airport job training institutions such as LPKN Training Center, Tri Aviation Training Center (TATC), AVIA Kampus Penerbangan, Bali Aviation, and Tourism Center (BATC), Nasa Airline Education Center, Gapura Training Center (GLC), Jogja Flight until 2019 still uses exceptional work competency standards. Specific Work Competency Standards are working competency standards developed and used by organizations to meet the internal goals of their organizations and/or to meet the needs of other organizations that have cooperative ties with the organization concerned or other organizations that require.

On May 18, 2020, the Decree of the Ministry of Manpower of the Republic of Indonesia No. 226 of 2020 concerning the Stipulation of Indonesian National Work Competency Standards for the Transportation and Warehousing Category Main Groups of Warehousing and Transportation Support Activities in the Airport Activities Sector Sub-Sector Operations and Ground Services at Airports was approved.

The use of Indonesian National Work Competency Standards by the needs of institutions/agencies. For use in job training institutions, the Indonesian National Work Competency Standards provide information for program and curriculum development and reference the implementation of training, assessment, and certification.

The Bali Aviation and Tourism Center (BATC) has changed the Competency Standards from the Special Work Competency Standards to the Indonesian National Work Competency Standards by the Decree of the Ministry of Manpower of the Republic of Indonesia 226 of 2020.

The Decree of the Ministry of Manpower of the Republic of Indonesia No. 226 of 2020 has the Indonesian National Work Competency Standard specifically to form trained human resources with the primary objective of carrying out airport activities effectively and efficiently by applicable regulations. The

primary function is to manage ground operations and services at the airport with six main functions, namely (1) Management of occupational safety and health at the airport, (2) Baggage handling, (3) Handling Passenger Handling, (4) Ground Support Equipment Operations, (5) Ramp Operations, (6) Flight Dispatch.

Of the six main functions, 26 essential functions must be fulfilled by airport job training institutions. In addition to the primary function, 59 competency unit codes will be compiled according to the primary material. Later, the main function can be used as the mandatory (main) training subject for trainees.

In designing the Indonesian National Work Competency Standards curriculum, Bali Aviation and Tourism Center (BATC) did not use the six main functions that were arranged because the 4th primary function concerning Ground Support Equipment Operations cannot be carried out in job training institutions. Ground Support Equipment Operations must be from a specialized training ground of a particular industry.

Based on the Indonesian National Work Competency Standards, the primary function turns into a competency unit. In other words, the Bali Aviation and Tourism Center (BATC) job training institution has five mandatory competency units, or the primary materials are as follows.

Table 1. Job Training Institution’s Competency Units

Competence Unit	Unit Code	Basic Function
Airport environmental occupational safety and health management	H.52POD00.001.1	Implementing Aircraft Safety Procedures (Aircraft Safety)
	H.52POD00.002.1	Implementing Occupational Safety and Health Procedures at the Airport
Baggage handling	H.52POD00.014.1	Carrying out Baggage Handling Operations
	H.52POD00.015.1	Receiving dangerous Goods on Air Freight
	H.52POD00.018.1	Complete Receipt/Shipping Documentation
Passenger Handling	H.52POD00.023.1	Providing Quality Customer Service

	H.52POD00.024.1	Serving Check-In Aircraft Passenger
	H.52POD00.025.1	Handling Arrival, Transit and/or Transfer Passenger
	H.52POD00.026.1	Managing the Check-in queue
	H.52POD00.031.1	Carrying out the Reservation Process Manually
	H.52POD00.032.1	Carrying out Process Travel-Related Documentation
	H.52POD00.033.1	Using a Computerized Reservation or Operating System
Ramp Operations	H.52POD00.043.1	Operating Communication Radio
	H.52POD00.044.1	Performing Radio Usage Procedures in Aviation Operational Environment
	H.52POD00.051.1	Creating Documents at Work
Flight Dispatch	H.52POD00.053.1	Managing Human Factors in Flight Dispatch Operations
	H.52POD00.054.1	Managing Aircraft Performance and Payload

4. CONCLUSION

Job training is held based on a training program that refers to work competency standards. Each job training institution has its Competency Standards. However, the Airport Job Training Institute, until 2019, still uses the Special Work Competency Standards. On May 18, 2020, the Decree of the Ministry of Manpower of the Republic of Indonesia No. 226 of 2020 concerning Stipulation of Indonesian National Work Competency Standards for the Category of Transportation and Warehousing of the Main Groups of Warehousing and Transportation Support Activities in the Field of Airport Operations and Ground Services at the Airport was approved and become a reference for airport job training institutions. In line with the regulation above, the Bali Aviation and Tourism Center airport job training institute uses five main functions, which become five competency units that are mandatory or main material.

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