

**PENINGKATAN MOTIVASI KERJA DAN MINAT BERWIRAUSAHA
PESERTA DIKLAT MELALUI PELAKSANAAN PELATIHAN
KETERAMPILAN KERJA PADA BALAI LATIHAN KERJA DI
KABUPATEN BANTUL**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui: 1) pelaksanaan pelatihan keterampilan kerja pada Balai latihan Kerja di Kabupaten Bantul, 2) apakah ada peningkatan motivasi kerja peserta DIKLAT setelah pelaksanaan pelatihan keterampilan kerja, 3) apakah ada peningkatan minat berwirausaha peserta DIKLAT setelah pelaksanaan pelatihan keterampilan kerja, dan 4) hambatan pelaksanaan pelatihan keterampilan kerja yang dihadapi Balai Latihan Kerja di Kabupaten Bantul.

Penelitian ini merupakan penelitian asosiatif kausal, yaitu penelitian yang bertujuan untuk mengetahui pengaruh ataupun juga hubungan yang bersifat sebab akibat. Populasi dalam penelitian ini adalah seluruh peserta DIKLAT yang dibiayai dengan dana APBN triwulan I tahun 2014 di Balai Latihan Kerja Kabupaten Bantul. Semua peserta diambil sebagai subjek penelitian sehingga penelitian ini bisa disebut dengan penelitian populasi. Teknik pengumpulan data menggunakan angket, observasi dan wawancara serta dokumentasi. Teknik analisis data yang digunakan untuk memecahkan permasalahan dalam penelitian ini adalah statistik deskriptif dan analisis dengan *Paired T Test*.

Hasil penelitian menunjukkan bahwa: 1) Pelaksanaan pelatihan keterampilan kerja dilihat dari aspek: a) materi pelatihan termasuk dalam kategori baik, b) metode pelatihan termasuk dalam kategori baik, c) sarana dan prasarana pelatihan termasuk dalam kategori baik, dan d) tujuan pelatihan termasuk dalam kategori baik. 2) Rata-rata skor motivasi kerja peserta DIKLAT mengalami peningkatan sebesar 3,40% yaitu dari 66,93 menjadi 69,21. 3) Rata-rata skor minat berwirausaha peserta DIKLAT mengalami peningkatan sebesar 5,39% yaitu dari 61,60 menjadi 64,92. 4) Hambatan pelaksanaan pelatihan keterampilan kerja: a) terbatasnya jumlah instruktur, b) ada beberapa kejuruan yang peralatannya masih sederhana dan kurang sesuai dengan perkembangan jaman, c) ruang praktek yang tidak nyaman, dan d) peserta DIKLAT cenderung kurang serius dalam mengikuti pelatihan.

Kata Kunci: *Pelaksanaan Pelatihan Keterampilan Kerja, Motivasi Kerja, Minat Berwirausaha*

**THE IMPROVEMENT OF TRAINING PARTICIPANTS' WORK
MOTIVATION AND ENTREPRENEURIAL INTEREST THROUGH THE
IMPLEMENTATION OF THE WORK SKILLS TRAINING AT THE
CENTER FOR WORK TRAINING IN BANTUL REGENCY**

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ABSTRACT

This study aims to investigate: 1) the implementation of the work skills training at the Center for Work Training in Bantul Regency, 2) the improvement of the training participants' work motivation after the implementation of the work skills training, 3) the improvement of their entrepreneurial interest after the implementation of the work skills training, and 4) the constraints in the implementation of the work skills training at the Center for Work Training in Bantul Regency.

This was a causal associative study, namely one aiming to investigate effects or cause and effect relationships. The research population comprised all the training participants financed by the government budget in the first quarter of 2014 at the Center for Work Training in Bantul Regency. All the training participants were selected as research subjects so that the study was a population study. The data were collected through questionnaires, observations, interviews, and documentation. The data analysis techniques to solve the research problems were the descriptive statistics and the paired t-test.

The results of the study were as follows. 1) Regarding the implementation of the work skills training in terms of the following aspects, a) the training materials were good, b) the training methods were good, c) training infrastructure facilities were good, and d) the training objectives were good. 2) The mean score of the training participants' work motivation improved by 3.40%, from 66.93 to 69.21. 3) The mean score of the training participants' entrepreneurial interest improved by 5.39%, from 61.60 to 64.92. 4) The constraints in the implementation of the work skills training included the facts that: a) the number of instructors was limited, b) in some training subjects the tools were simple and not relevant to the development, c) the practicum room was not comfortable, and d) the training participants tended not to be serious enough to attend the training.

Keywords: *Implementation of Work Skills Training, Work Motivation, Entrepreneurial Interest*