

ABSTRAK

STRATEGI DINAS TENAGA KERJA DAN TRANSMIGRASI DALAM MENANGGULANGI PENGANGGURAN DI KABUPATEN PRINGSEWU

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Pengangguran di Kabupaten Pringsewu pada 3 tahun terakhir masih terus mengalami perubahan secara fluktuatif, yaitu pada tahun 2019 mencapai 4,63% pada tahun 2020 menurun menjadi 4,13% dan tahun 2021 meningkat melebihi presentase tahun 2019 yaitu 4,95%. Dinas Tenaga Kerja dalam menanggulangi masalah pengangguran telah membuat lima program. Oleh karena itu peneliti membahas Strategi Dinas Tenaga Kerja dengan menggunakan teori strategi menurut Kootten dalam J. Salusu. Jenis penelitian ini adalah deskriptif kualitatif. Hasil dari penelitian ini Dinas Tenaga Kerja dan Transmigrasi telah menggunakan strategi pendukung sumberdaya dan strategi kelembagaan karena dalam melaksanakan program sangat membutuhkan sumberdaya berupa tenaga, keuangan, teknologi, sarana dan prasarana, dalam melaksanakan program penanggulangan Dinas Tenaga kerja harus bekerjasama antar lembaga untuk tercapainya tujuan penanggulangan pengangguran. Namun tidak hanya itu kelima program penanggulangan pengangguran Dinas Tenaga Kerja juga menggunakan strategi program dan strategi organisasi, dampak strategi ini yaitu dapat meminimalisir pengangguran melalui lima program tersebut, sehingga dapat memenuhi tujuan dan kelima program yang dilaksanakan tidak lepas dari visi misi organisasi yang diturunkan kedalam program penanggulangan pengangguran. Pelaksanaan visi misi terus berjalan melalui program penanggulangan pengangguran Kabupaten Pringsewu. Untuk itu dalam menanggulangi pengangguran di Kabupaten Pringsewu program-program yang telah dilaksanakan sudah sesuai dengan strategi menurut Kootten dalam J. Salusu namun belum maksimal sehingga masih banyak pengangguran yang belum terserap tenaga kerja di Kabupaten Pringsewu. Faktor pendukung berupa ketersediaan dana, ketersediaan sarana dan prasarana, dan kecakapan personil yang dimiliki, sedangkan faktor penghambat berupa keterbatasan lowongan pekerjaan, pencari kerja yang terlalu selektif dalam memilih pekerjaan, dan keterbatasan jumlah personil yang dimiliki.

Kata Kunci : Strategi, Dinas Tenaga Kerja, Kabupaten Pringsewu, Pengangguran

ABSTRACT

STRATEGY OF MANPOWER AND TRANSMIGRATION SERVICES IN OVERCOMING UNEMPLOYMENT IN PRINGSEWU DISTRICT

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Unemployment in Pringsewu Regency in the last 3 years has continued to experience fluctuating changes, namely in 2019 it reached 4.63%, in 2020 it decreased to 4.13% and in 2021 it increased more than the percentage in 2019 which was 4.95%. The Department of Manpower in tackling the problem of unemployment has made five programs. Therefore, the researcher discusses the Strategy of the Manpower Office by using the strategy theory according to Kootten in J. Salusu. This type of research is descriptive qualitative. The results of this study the Department of Manpower and Transmigration has used a strategy of supporting resources and institutional strategies because in carrying out the program it really requires resources in the form of manpower, finance, technology, facilities and infrastructure, in implementing the prevention program the Department of Manpower must cooperate between institutions to achieve the goal of overcoming unemployment. But not only that, the five unemployment prevention programs at the Department of Manpower also use program strategies and organizational strategies, the impact of this strategy is to minimize unemployment through these five programs, so that they can meet the objectives and the five programs implemented cannot be separated from the organization's vision and mission which is revealed into the program. tackling unemployment. The implementation of the vision and mission continues through the Pringsewu Regency unemployment prevention program. For this reason, in tackling unemployment in Pringsewu Regency, the programs that have been implemented are in accordance with the strategy according to Kootten in J. Salusu but have not been maximized so that there are still many unemployed who have not been absorbed by the workforce in Pringsewu Regency. The supporting factors are the availability of funds, the availability of facilities and infrastructure, and the skills of the personnel possessed, while the inhibiting factors are limited job vacancies, job seekers who are too selective in choosing jobs, and the limited number of personnel owned.

Keywords: Strategy, Department of Manpower, Pringsewu Regency, Unemployment