Inhibiting Factors in Automotive Courses at the Job Training Centre

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A B S T R A C T


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1. INTRODUCTION

Indonesia faces unemployment and employment problems (Kurniawan et al., 2021). In February 2021, the number of most unemployed people aged 15 years and over in Indonesia reached 8.7 million. Based on education level, the highest unemployment rate is in secondary education (SMA and SMK), which is 9.72 percent. On the other hand, the COVID-19 pandemic has disrupted economic activity, uncertainty, and 6.4 million workers were forced to be laid off (Hidayatullah et al., 2020; Thomas, 2020; Casady & Baxter, 2020; Amalia, 2020; Kholifah et al., 2020) stated that the COVID-19 pandemic had put quite intense pressure on companies that have never been faced before, even partnerships that have caused project failures and resulted in many companies laying off their work relationships. As a result, the economic sector also increases the number of closed companies (Bauer & Weber, 2020; Rizal, 2020; Alon et al., 2020). Thousands of workers lament the fate of being fired from their companies. The innovation and skills must be considered as quickly as possible to produce the maximum benefits from the economic paralysis in front of us.

According to local data from the Central Statistics Agency for the Special Region of Yogyakarta (DIY) in August 2020, Law Number 13 of 2012 concerning the Privileges of the Special Region of Yogyakarta which consists of 4 districts, namely Sleman Regency, Bantul Regency, Kulon Progo Regency, and Kidul Regency. It was noted that the number of open unemployment problems in Sleman Regency reached 35,843 people. Kutul Regency 24,783 people, Yogyakarta City 22,624 people, Kulonprogo Regency 10,055 people, and Gunungkidul Regency 8,591 people. Through the Ministry of Manpower, the government seeks to control the unemployment rate during the pandemic. It conducts various competency and productivity-based training with the BLK program and the development program for expanding job opportunities for workers or laborers affected by the pandemic, such as labour-intensive and entrepreneurship programs (Hanifa & Fisabilillah, 2021; Astutik, 2021).

Government Regulation Number 73 of 1991 concerning Education Outside of School explains that the function of providing education through education outside of school is as a substitute, complement, and addition to the implementation of education in the education pathway in schools. According to (Husna, 2015; Rosantino et al., 2021; Asshiddiq, 2017; Septi P.S., 2021), Functionally, the BLK is a place that accommodates training activities that function to provide, obtain, add, and develop skills, productivity, discipline, work attitude, and work spirit. Whose implementation is more specialized in practice than theory. It is hoped that it will provide solutions for job seekers, school graduates, and victims of layoffs because one of the contributing factors is the lack of skills or abilities possessed by job seekers and not following the criteria desired by the labour market (Nurtanto et al., 2020; Sugianto & Permadi, 2020; Yulinda et al., 2021).

Based on the recapitulation of the Manpower Office of the Special Region of Yogyakarta (2019), there are 121 LPKs spread over four districts in the Special Region of Yogyakarta. In addition, BLK provides several vocational programs, including automotive, metal machinery, hospitality, electric welding, building, electronics, computers, sewing, and others. One of the most popular programs is the automotive course program. Of the four vocational training centers in the Special Region of Yogyakarta, the automotive program ranks at the top of several courses offered to course participants. The public interest in the automotive course program is because the Industrial Sector offers various benefits by companies, both salary, health insurance, and other benefits (Stalmalčeková et al., 2017; Strenitzerová, 2015; Striček & Štofková, 2013). The development of automotive science and technology causes people to think that automotive has good prospects or hopes in the future. However, the public’s high expectations for the automotive courses held at the BLK met with existing obstacles and constraints. The existence of BLK is recognized as positive and effective enough to provide skills. The BLK has an essential role in helping the government reduce the unemployment rate with graduates who can be absorbed into the world of work (Nurhidayanto, 2021; Gumilar et al., 2016; Mutohhari et al., 2021).

However, there are problems that hinder the implementation of education outside of school, namely not getting proportional understanding and attention from the government and the community, both related to regulations and budget support; the number and quality of professionals are still limited in management and development; and there are still limited facilities and infrastructure, both those that support the implementation and the learning process (Kuswandari, 2002; Nurhidayanto, 2021; Gumilar et al., 2016). Education outside of school faces structural, cultural, financial, individual, socio-ethical barriers and challenges, social conflicts, environmental conditions, and the COVID-19 pandemic, one of the challenges of education outside of school as a factor of opportunity to raise awareness. Its existence is during the declining function of formal education. Education outside of school can have the opportunity to be a compliment as well as a substitute when the COVID-19 pandemic fills roles and vacancies that cannot be filled by formal education (Pranoto et al., 2021; Junaedi, 2020).

Based on the potential debates and problems in the Human Resources development sector through training programs facilitated by the BLK as a solution from the government for the community to improve skills and increase work productivity. The factors that influence the increase in unemployment and the competitiveness of the people of Yogyakarta are not only in terms of education but from the BLK factor as a forum to improve
the quality of Human Resources as a constraint. Thus, the emergence of this debate is a unique phenomenon that is seen in the case of the factors inhibiting the development of automotive courses and how the position of each element affects the progress of automotive course management at the BLK’s in four districts of the Special Region of Yogyakarta including Sleman, Gunung Kidul, Bantul Regency & Kulon Progo Regency. This study focuses on finding out the causes of training barriers in the Job Training Agency for all districts of the Special Region of Yogyakarta to work in industries influenced by income expectations, attention, willingness, and environment. Therefore, a study can be carried out to determine the factors that hinder the development of automotive courses because it is one of the programs of interest to the public at the BLK’s in all districts in the Special Region Yogyakarta.

2. METHOD

This study focuses on the theoretical debate about the factors that hinder the Automotive Course at the Balai Pendidikan. This debate was obtained from the results of the synthesis of theories from published journals, according to (Wiejers, 2013), claiming that scholarly debate is an ability that only the West has. Academic debate (scholastic disputation) requires an argumentation skill that meets the rules of logic and is used to find the truth or at least the correct answer to a problem. This debate is then reflected on the survey data to answer the issues in this research. The type of research used is a quantitative type with a descriptive approach. Descriptive quantitative selected in this study is based on research that wants to reveal a problem and situation and emphasizes the description of facts or variable conditions about the factors that hinder the development of the automotive department at the training center in the Special Region of Yogyakarta by making respondents’ responses in quantitative or numerical form. The variables in this study are the factors that hinder the development of the study program in BLK and are the single variable. These variables breakdowns into 8 (eight) sub-variables, namely curriculum factors, teacher factors, course participants factors, management factors, funding factors, government factors, and community factors (society). The distribution of data in this study is presented in Table 1.

Table 1. Distribution of data

<table>
<thead>
<tr>
<th>Name of BLK</th>
<th>Status</th>
<th>Administrators and Instructors (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLK of Bantul Regency</td>
<td>Public (government)</td>
<td>3 (17.64)</td>
</tr>
<tr>
<td>BLK of Sleman Regency</td>
<td>Public (government)</td>
<td>5 (29.41)</td>
</tr>
<tr>
<td>BLK of Gunungkidul Regency</td>
<td>Public (government)</td>
<td>5 (29.41)</td>
</tr>
<tr>
<td>BLK of Kulonprogo Regency</td>
<td>Public (government)</td>
<td>4 (23.52)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>17 (100.00)</strong></td>
</tr>
</tbody>
</table>

The population in this study was seventeen people consisting of teachers and course managers of automotive BLK in 4 districts in the Special Region of Yogyakarta. The data collection technique was carried out using a questionnaire method containing statements related to the inhibiting factors of the automotive course at BLK. The questionnaire is a questions list that will be answered and filled out by respondents, and The Researchers have provided the choice of answers. The questionnaire is a collection of questions that will be answered or filled out by respondents whose answers have been provided by the researchers through providing some written questions in a structured manner to the respondents related to their responses to the various variables studied (Kriyantono, 2010); (Muchlis et al., 2019). The research instrument used a questionnaire with a Likert scale design using four answer scales, namely Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD). Statements within the instrument are based on the variables and indicators of inhibiting factors in the automotive course at BLK. Following is a lattice of the inhibiting factors for the automotive course in BLK shown in Table 2.

Table 2. Items and indicators in research

<table>
<thead>
<tr>
<th>Inhibiting Factors</th>
<th>Indicators</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>Curriculum</td>
<td>Completeness</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Suitability</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The proportion of theory and practice</td>
<td>[1 – 22]</td>
</tr>
<tr>
<td></td>
<td>Implementation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Evaluation</td>
<td></td>
</tr>
</tbody>
</table>
The data analysis technique used is descriptive and percentage. The data obtained from the questionnaire results are then sorted based on the highest score to the lowest score. The descriptive quantitative research method is a research method that describes a problem whose results can be generalized systematically and measurably (Sarwono, 2015; Kriyantono, 2010).

3. RESULT AND DISCUSSION

Result

The results of the calculation of the average and percentage of overall factors are presented in Table 3.

Table 3. Results of the calculation of the average and percentage of overall factors

<table>
<thead>
<tr>
<th>Respondent</th>
<th>Number of Items</th>
<th>N</th>
<th>Score</th>
<th>Average (1-5)</th>
<th>%</th>
<th>Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructors and Administrators</td>
<td>22</td>
<td>17</td>
<td>974</td>
<td>2.60</td>
<td>65.11</td>
<td>Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>17</td>
<td>17</td>
<td>632</td>
<td>2.19</td>
<td>54.67</td>
<td>Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>11</td>
<td>17</td>
<td>428</td>
<td>2.29</td>
<td>57.22</td>
<td>Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>18</td>
<td>17</td>
<td>802</td>
<td>2.62</td>
<td>65.52</td>
<td>Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>12</td>
<td>17</td>
<td>639</td>
<td>3.13</td>
<td>78.31</td>
<td>Very Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>15</td>
<td>17</td>
<td>552</td>
<td>2.16</td>
<td>54.12</td>
<td>Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>5</td>
<td>17</td>
<td>174</td>
<td>2.05</td>
<td>51.18</td>
<td>Inhibit</td>
</tr>
<tr>
<td>Instructors and Administrators</td>
<td>7</td>
<td>17</td>
<td>289</td>
<td>2.43</td>
<td>60.71</td>
<td>Inhibit</td>
</tr>
</tbody>
</table>

First factor is curriculum consists of 22 statement items. From these 22 statements, the answer score is 974, and the expected answer score is 1496. The expected answer score is obtained by multiplying the number of respondents by the number of items in factor 1 (curriculum). The highest expected value is four, so 17 x 22 x 4 is obtained. The expected score is 1496. The mean of 2.60 comes from the answer score divided by the number of respondents. The number of items in factor 1 (curriculum) is 974: (17 x 22). A percentage of 65.11% is obtained from the answer score divided by the expected answer score then multiplied by 100%, namely 974: 1496 x 100%. Second factor is instructor consists of 17 statement items. From the 17 statements, the answer score is
Discussion
The Factor of Curriculum
Factors that hinder the development of automotive courses at the Yogyakarta Special Region Work Training Centre derived from curriculum factors are obtained by a percentage of 65.11%. The results obtained indicate that the curriculum factor is one factor that hinders the development of automotive courses at the Yogyakarta Special Region Job Training Centre. (Husna, 2015; Abbas, 2013), the curriculum aims to make job training directed and organized according to the goals to be achieved. A training curriculum is several packaged competency units consisting of general competencies, core competencies, and particular competencies learned by trainees in a training process in 2009.

The curriculum is a system that has specific components. Furthermore, the Curriculum system consists of four components: the objective component, curriculum content, implementation method or strategy, and evaluation component (Nawanksari et al., 2021; Susilana, 2010; van Woerkum et al., 2011). As a system, each component must be related to the other. This strategy is because BLK cannot keep up with the rapid growth and development of the automotive industry. Due to limited facilities, the BLK curriculum still applies to the automotive curriculum, which has not incorporated new technology in the automotive sector. Based on the
results of this study, it concludes that the BLK, an institution that organizes automotive course programs, must have a complete curriculum document. A complete curriculum, able to follow the development of automotive science and technology and supported by complete practicum facilities or equipment and able to follow the development of the automotive industry by reviewing the curriculum used regularly will make course participants or course graduates able to compete in the industrial world.

**The Factor of Instructor**

Factors that hinder the development of automotive courses at the Yogyakarta Special Region Work Training Centre derived from the instructor factor the percentage is 53.67%. Overall, from the research subjects, namely teachers and managers of automotive courses, it was found that the teaching factor was one of the factors that hindered the development of automotive courses at the Vocational Training Centers in all districts of the Special Region of Yogyakarta. This problem is due to the number of existing instructors, where the number of instructors is only a few. This finding follows what was stated by Besar Setyoko (Secretary-General of the Ministry of Manpower and Transmigration), who said that ideally, the Ministry of Manpower and Transmigration needs 5,050 instructors. However, the number of instructors recorded as of August 2009 is only 2,800. This number will soon be reduced because many are entering retirement age. (Subandi, 2009; Laksana et al., 2017; Harasim, 2017) explained the importance of the role of the instructor in training. The instructor serves as a facilitator, trainer, technical advisor, and supervisor to deliver training materials to trainees at LPK or work during the training process. Second, not all instructors’ education and training efforts can be carried out because the instructor training program is less intensive and sustainable. This policy depends on the budget provided by the BLK, which is dependent on the government budget. In addition, less attention is paid to the welfare of instructors, namely the size of the budget for excess teaching hours. The automotive course program must have educators who meet the competencies according to the standards set. No less important is the regeneration of instructors to improve quality and increase the number of teachers (quantity). With an adequate number of instructors and supported by good quality, courses in vocational training centers will be able to develop and create a skilled workforce.

**The factor of Course Participants**

The inhibiting factor for the development of automotive courses at the Vocational Training Center in all districts of the Special Region of Yogyakarta originating from the aspect of course participants was 57.22%. Overall, it was found that the factors of course participants were included in the category of hindering the development of automotive courses at the Yogyakarta Special Region Job Training Centre. First, the obstacles faced were the interest of the course participants who registered not all could be accommodated and took automotive courses at the BLK. This problem is due to the dependence on the government’s limited budget and program packages. As for the self-funding program for course participants who want to take automotive courses is not going well. The community’s economic capacity is discouraged from taking courses on a self-funded basis, so the only way is to wait for a program package from the government. Second, course participants lack discipline during training or practice and do not comply with the rules in undergoing automotive courses at the Job Training Centre. According to (Davidescu et al., 2020; Sarwani, 2016; Widyanto et al., 2021), work discipline will affect the performance of human resources in a company or company because if you apply work discipline, you are expected to have awareness and willingness to carry out your duties and responsibilities properly. Meanwhile, according to (Jyrki & Jutarat, 2014; Hamalik, 2011; Dadi & Arifin, 2010) that motivation in learning situations is the main interest in this contribution, so everything students do in the training process must be based on their interests and motivation, otherwise, in the learning process, the results achieved will not be optimal. This challenge causes the planned learning program does not run entirely.

**The Factor of Management or Administrator**

The management factor that hinders the development of automotive courses at the Special Region Work Training Center in all Yogyakarta districts is 65.52%. The results showed that the problems felt by the respondents were. First, there was a mismatch between the number of administrators and their workload. For example, there is a BLK with only one administrator, while there are many tasks. Second, there is a lack of cooperation between management. For example, there are BLKs where only one administrator handles all problems. Third, the management does not have the initiative to create a long-term work program for the course institution to develop its fosters. The slow progress is because the management only waits for the program package from the government without paying attention to long-term development, for example, the development of the management’s welfare, the development of the number of equipment and repair of damaged equipment, and regeneration efforts. (Indriyanto, 2012; Halim, 2015) explains that there are formalized rules of the game in an organization, and the leader has a role in regulating the process. The role of the leader determines the direction of allocation and mobilization of available resources in an organization. This argument is supported by
The optimization process can also be an obstacle in managing the educational goals in an organization.

The Factor of Facility

The facility factor inhibits developing automotive courses at the Yogyakarta Special Region BLK. The percentage is 78.31%. Overall, from the two subjects, namely instructors and administrators, it was found that the facility factor in the category significantly hampered the development of automotive courses in all districts of the Yogyakarta Special Region BLK. This factor is due to the lack of equipment or equipment available. Barriers that often occur are the frequent breakdown of course equipment not to be used for practice. In addition to the facilities’ completeness, the up-to-date equipment and the funds available for facility repairs are also not given much attention. The entirety of the facilities in question is the availability of training equipment, valuable equipment, and workshops where the practice is inadequate. Up-to-date equipment, namely the available equipment, is modern equipment that can support the practice and practice process. The availability of funds in question is for the course institution’s operational activities, such as practical activities and facility improvement. The learning media or facilities are available at BLK. The implementation of training is a learning process that involves various elements such as students, educators, managers, facilities and infrastructure, curriculum, and other necessary components (Yulianingsih, 2017). Facilities and infrastructure are some of the fundamental factors that influence optimally (Black et al., 2019; Gillani, 2021). Complete learning facilities and infrastructure used will increase the motivation of course participants to learn automotive learning activities, in their research, describes the implementation of the process of managing facilities and infrastructure as well as supporting the teaching and learning process optimally to improve the quality of education (Hartoni, 2018, Fauzi et al., 2019). Facilities and infrastructure are based on planning, procurement, distribution, use, maintenance, inventory, and elimination. This achievement can be concluded that learning facilities affect the learning of course participants that have not been completed and have not been implemented, thus hampering the development of automotive courses.

The Factor of Funding

The inhibiting factor for the development of automotive courses at Work Training Centers in all districts of the Special Region of Yogyakarta, which comes from the funding factor, according to the information of the instructors and administrators, the percentage is 54.12%. From the statements of the instructors and administrators, it was concluded that the funding factor was included in the category of hindering the development of automotive courses at the Yogyakarta Special Region Job Training Centre. The dominant element is the availability of operational funds and course program budget funds. The nature of state finances in higher education is essential. Worldwide, the higher education sector is considered a significant contributor to skills development and labor productivity, which positively impacts employment and helps to drive overall economic development. Public funding for higher education is an essential element in the success and development of the life of educational institutions (Kim et al., 2017; Elbasir & Siddiqui, 2018). In addition, there is also a lack of supervision regarding the use of budget funds. The availability of funds includes operational funds, equipment repairs, and welfare funds for instructors and administrators who depend on government funds, namely APBD and APBN. In addition, the organizers of the automotive course program should have documents (bookkeeping) of receipts and disbursements of funds. Clear accounting and bookkeeping documents regarding income and expenditure funds will make management transparent and accountable. The training management function is a series of training processes managed through various procedures or activities, including planning, implementation, evaluation, human resources, information, systems, and funding sources (Kusmana & Riyanto, 2020; Ing & Vadila, 2020).

The Factor of Government

Factors that hindered the development of automotive courses at the Yogyakarta Special Region Work Training Centre came from government factors, according to the instructors and administrators obtained a percentage of 51.18%. The results obtained indicate that government factors are one of the factors that hinder the development of automotive courses. The chief obstacle is the process of coaching and providing funds. There is no government support and guidance, so BLK is not optimal in running courses. Sufficient budget and training of course programs are expected to make automotive courses run well. It would be even better if the course management budget were increased. Course management, improvement of facilities, the capacity of course participants was increased, and an increase in the welfare budget for administrators and instructors would make courses at BLK better and able to develop (Hadi et al., 2020; Hamid & Susilo, 2015). In general, the government needs to play a role in its implementation to increase growth. The government’s role that must be carried out includes the role of allocation, distribution, and consolidation. Government consumption spending that is too
small will harm economic growth, and proportional government spending will increase economic growth. The government funds invested in most developing countries proved insufficient to expand access to modern infrastructure & education in rural areas because they have not been managed with good managerial skills local governments (Sovacool, 2013).

**The Factor of Public or Society**

Factors that hindered the development of automotive courses at the Yogyakarta Special Region Work Training Centre came from community factors. According to the statements of the instructors and administrators obtained a percentage of 60.71% included in the inhibiting category. The research results show that the dominant community factors that hinder the development of automotive courses are the lack of cooperation between BLK and the industrial world, and it is because the factor of student placement after training contributes to the success of the training (Bhat et al., 2020; Sulistianto et al., 2021; Gupta et al., 2014), The Job Training Centre (BLK) has a strategic function to improve the quality of human resources in the regions. For the training to be more optimal, there needs to be cooperation between the BLK and the company or industry. Second, the lack of public trust in the automotive industry in using BLK graduates and BLK as a supporting institution to make strides in the quality of the automotive workforce.

4. **CONCLUSION**

Based on the findings describe the inhibiting factors in the development of automotive courses at BLK Yogyakarta, Indonesia including the curriculum, instructors, course participants, management or administrators, facilities, findings, government and the public or society. The three most important inhibiting factors are facilities as large as 78.31%, management by 65.52%, and society by 60.71% and the overall average of inhibiting factors is 65.11%. The research was limited to teachers and BLK managers in the automotive sector in Yogyakarta. Furthermore, future research is expected to involve various parties involved and supporting factors outside the aspects that have been studied.

5. **REFERENCES**


Inhibiting Factors in Automotive Courses at the Job Training Centre


