

ABSTRAK

SISTEM BEKERJA PENYANDANG DISABILITAS DI PERUSAHAAN

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Kenyataannya, pemenuhan hak untuk mendapatkan pekerjaan bagi penyandang disabilitas belum sesuai dengan Undang-Undang No 8 Tahun 2016. Belum adanya sinergitas antara Sekolah, Perusahaan dan Pemerintah dalam mengupayakan bekerjanya penyandang disabilitas di perusahaan menjadi salah satu faktornya. Sehingga diperlukan suatu sistem yang dapat menghubungkan kerjasama antara perusahaan, sekolah dan Pemerintah. Tujuan dari penelitian ini adalah untuk merumuskan sistem bekerja bagi penyandang disabilitas di perusahaan. Penelitian ini menggunakan pendekatan kualitatif dengan metode deskriptif. Penelitian terdiri dari empat tahapan ; 1) Asesmen kebutuhan lapangan, 2) Perumusan Sistem, 3) Validasi melalui *Focus Group Discussion*, dan 4) Uji Keterlaksanaan Sistem. Teknik pengumpulan data melalui wawancara, observasi dan studi dokumentasi. Teknik analisis data melalui reduksi data, display data, penarikan kesimpulan dan verifikasi. Melalui penelitian ini diperoleh adanya draft panduan Sistem Bekerja Penyandang Disabilitas di Perusahaan yang memuat komponen, Prinsip-prinsip, Mekanisme dan Evaluasi berdasarkan hasil asesmen kebutuhan lapangan dan telah mendapatkan validasi ahli melalui *Focus Group Discussion*. Untuk itu, sekolah hendaknya menyeimbangkan pemberian materi *hard skill* dan *soft skill* bagi peserta didik, Perusahaan melakukan *need assessment* untuk penempatan posisi sesuai kemampuan karyawan penyandang disabilitas, Dinas Tenaga Kerja membentuk gugus tugas yang fokus dalam menyelesaikan permasalahan penempatan kerja bagi penyandang disabilitas dan orang tua penyandang disabilitas yang harus memberikan kesempatan bagi anaknya untuk bekerja.

Kata Kunci : Sistem Bekerja, Penyandang Disabilitas, Perusahaan

ABSTRACT

WORK SYSTEM OF PERSONS WITH DISABILITIES IN THE COMPANY

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In fact, the fulfillment of the right to work for persons with disabilities is not in accordance with Law No. 8 of 2016. One of the factor is there is no synergy between the School, the Company and the Government in seeking the workings of persons with disabilities in the company. So we need a system that can link cooperation between companies, schools and Government. The purpose of this study is to formulate a working system for persons with disabilities in the company. This research uses qualitative approach with descriptive method. The research consists of four stages; 1) Assessment of field needs, 2) System Formulation, 3) Validation through Focus Group Discussion, and 4) System Performance Test. Technique of collecting data through interview, observation and documentation study. Data analysis techniques through data reduction, data display, conclusion and verification. Through this research, there is a draft guidance of the Disabled People's Working System in the Company that contains components, principles, mechanisms and evaluations based on the results of field needs assessments and has obtained expert validation through the Focus Group Discussion. For that, schools should be balanced in the provision of hard skill and soft skill material for students, the Company must conduct need assessment for position placement in accordance with the ability of employees with disabilities, Dinas Tenaga Kerja must formed a task force focused on solving the problem of job placement for persons with disabilities and parents of persons with disabilities who must provide an opportunity for their child to work.

Keywords : Work System, Person with Disabilities, The Company