

**IMPLIKASI BALAI LATIHAN KERJA (BLK)
UNTUK MENINGKATKAN *CIVIC SKILL*
TENAGA KERJA DI ERA REVOLUSI INDUSTRI 4.0**

(Studi kasus pada angkatan kerja di BLK Aceh)

TESIS

*Diajukan Untuk Memenuhi Sebagian Syarat Untuk Mendapatkan Gelar
Magister Departemen Pendidikan Kewarganegaraan*

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**IMPLIKASI BALAI LATIHAN KERJA (BLK)
UNTUK MENINGKATKAN *CIVIC SKILL*
TENAGA KERJA DI ERA REVOLUSI INDUSTRI 4.0**

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Sebuah Tesis yang diajukan untuk memenuhi salah satu syarat memperoleh gelar
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**IMPLIKASI BALAI LATIHAN KERJA (BLK) UNTUK
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ABSTRAK

Penelitian ini bertujuan untuk memahami implikasi balai latihan kerja dalam meningkatkan civic skill tenaga kerja di era revolusi industri 4.0 dalam konteks pendidikan kewarganegaraan untuk tujuan khusus. Dampak dari perkembangan Industri 4.0 adalah munculnya lapangan pekerjaan baru dan hilangnya jenis pekerjaan tertentu. Balai Latihan Kerja adalah alat negara yang memiliki tujuan untuk menyediakan sarana pelatihan bagi warganegara yang belum memiliki keahlian khusus. Penelitian ini menggunakan metode studi kasus. Data dikumpulkan melalui observasi, wawancara, studi literatur, analisis dokumen dan kuesioner semantic differential yang disebar pada 3 kabupaten. Data yang diperoleh kemudian dianalisis dengan teknik reduksi data, penyajian data, dan diverifikasi dengan teknik triangulasi dan teknik pengumpulan data. Hasil penelitian menunjukkan bahwa BLK telah mampu meningkatkan *civic skill* dengan rata persentase 78,24 % pada BLK Provinsi Aceh. Persiapan pelatihan yang dilakukan BLK menggunakan Teknik TNA (*training need analysis*) untuk menentukan dan menyediakan program-program pelatihan berbasis DUDI (dunia usaha dan industri) di era dinamika industri 4.0 sehingga persiapan tenaga kerja terhadap dinamika dunia ketenagakerjaan tepat sasaran. Diharapkan untuk dapat meningkatkan program-program yang akan disediakan.

Kata Kunci: BLK, *Civic Skill*, Tenaga Kerja, Era revolusi Industri 4.0

ABSTRACT

This study aims to determine the implications of vocational training centers in improving the civic skills of the workforce in the Fourth Industrial Revolution in the context of civic education for special purposes. The impact of the development of Industry 4.0 is the emergence of new jobs and the loss of certain types of work. Vocational Training Centers are state instruments with the aim of providing training facilities for citizens who do not yet have special skills. This research uses a case study method. Data was collected through observation, interviews, literary studies, document analysis and smantic differential questionnaires which were distributed in 3 districts. The data obtained were then analyzed using data reduction techniques, data presentation, and verified by triangulation techniques and data collection techniques. The results showed that BLK had been able to improve civic skills with an average percentage of 78.24% at BLK Aceh Province. Training preparation carried out by BLK uses the TNA technique (training need analysis) to determine and provide DUDI-based training programs (business and industry) in the era of industrial dynamics 4.0 so that the preparation of workers to the dynamics of the world of work is right on target. It is hoped that it can increase the programs that will be provided.

Keyword: BLK, Civic Skill, labor, The Fourth Industrial Revolution

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