

IMPLEMENTATION OF WORK TRAINING PROGRAM FOR CORRECTION INTELLECTED CITIZENS (CASE STUDY IN CLASS II A JEMBER PRISON)

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ABSTRACT

The purpose of this study is to implementation design strategies that are relevant to the implementation of job training in Jember Class II A Prison using the SWOT analysis method. The SWOT analysis will go through 3 matrices, namely the first, the IFE (Internal Factor Evaluation) matrix which will draw out the strengths and weaknesses of the workshops while the second, the EFE (External Factor Evaluation) matrix which will describe the threat and opportunity factors of the workshop. workshop and the third, IE (Internal External) matrix which will show the current work shop position. From the calculation, the highest weight of the strength factor is 0.15, the highest weight of the weakness factor is 0.15, the highest weight of the opportunity factor is 0.19, and the highest weight of the threat factor is 0.19. The average value of the IFE matrix is -0.16 and the EFE matrix is -0.1. From these results, the Jember Prison Workshops are in the 4th quarter and the strategy that must be implemented is defensive.

Keyword: *Iplementation; Training, Work, SWOT, IFE and EFE*

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui implementasi rancangan strategi yang relevan untuk pelaksanaan pelatihan kerja yang ada di Lapas Kelas II A Jember dengan menggunakan metode analisis SWOT. Analisis SWOT yang dilakukan akan melalui 3 matriks yakni yang pertama, matriks IFE (Interna Factor Evaluation) dimana akan menguraikan faktor faktor kekuatan dan kelemahan dari bengkel kerja sedangkan yang kedua, matriks EFE (External Factor Evaluation) yang akan menguraikan faktor faktor ancaman dan peluang dari bengkel kerja dan yang ketiga, matriks IE (Internal External) yang akan menunjukkan posisi bengkel kerja saat ini. Dari hasil perhitungan yang dilakukan diperoleh bobot tertinggi dari factor kekuatan sebesar 0.15, bobot tertinggi dari factor kelemahan sebesar 0.15 , bobot tertinggi dari factor peluang sebesar 0.19, dan bobot tertinggi dari factor ancaman sebesar 0.19. Nilai rata rata dari matriks IFE adalah -0.16 dan matriks EFE adalah -0.1. Dari hasil tersebut Bengkel kerja Lapas Jember berada pada kuadran 4 dan strategi yang harus diterapkan adalah defensive.

Kata kunci: *Pelatihan kerja, Metode SWOT*

INTRODUCTION

The function of correctional facilities is to restore the function of life, livelihood and the lives of inmates. While serving a sentence, the only right that is revoked is the right to be free to move so that while in prison or detention, the life of the inmates must be the same as their original life in the community. One of the rights they get is the right to acquire skills or what can be called job training. Job training is one of the coaching that must be given to prisoners. Coaching is an effort to improve the quality of a person which includes increasing knowledge, attitudes and processes of training and education (Arditiya Bayu Prasetyo, 2020). Job training is included in the independence development program found in all correctional institutions and state detention centers. Self-reliance coaching is skill development given to Correctional Inmates to increase their creativity which can be used as provisions after returning to the midst of society (Jumrianti, 2019). Job training is intended for all correctional inmates to gain skills to be able to fulfill their livelihood functions when they are released from prisons and detention centers. According to the Correctional Database System at the Class II A prison in Jember, there are 931 inmates, some of whom work in workshops in order to participate in job training programs.

In the current era of globalization, the training provided by the UPT Penitentiary to the inmates must keep up with the times because competing with other workers outside after being released will be even more difficult, coupled with a track record of having been in prison. A wider market is not enough if only how to make products are taught but also how to market and one of the important aspects of working is how to provide services to consumers. Penitentiary tries to provide support for the development of job training and the current market in Indonesia, namely by issuing a Correctional Resolution. In point 7, it reads improving the quality of the inmates in prison by providing certified skills training to 33,060 people. With this certificate, it will further support the inmates in the future to find work outside after being released.

In its implementation, it often encounters several obstacles ranging from limited materials, damaged facilities, unfavorable weather. The implementation of this job training activity is carried out daily at the Jember prison workshop. This workshop needs to know what can affect the implementation of job training from the internal and external side of the prison so that the workshop can find out internal and external factors to maximize existing opportunities. To identify these factors, workshops or workshops can use a SWOT analysis. According to Rangkuti (Rangkuti, 2006) SWOT analysis is a useful analysis to obtain the right strategy formulation. SWOT analysis has several advantages, including this analysis model is able to detect every weakness and strength of an institution so that it is useful in minimizing the impact or consequences that will occur in the future. The analysis carried out to determine internal and external factors can be used as an evaluation to carry out job training activities in the next workshop.

LITERATURE REVIEW

Empowerment can be defined as a series of processes in obtaining the ability or power and abilities given by all those who have power to those who are weak or powerless (Ambar T Sulistiyani, 2004:77). Hasan Alwi 2001:24 says empowerment in English is "empowerment". Empowerment is meant as an effort to actualize oneself to the abilities possessed by a person so that they can lead themselves in a better direction.

According to Prijono and Pranarka (Wulandari, 2017) empowerment has two meanings, namely: 1). Empowering, independence/self-sufficiency, advancing, and strengthening the position of society at the lowest level against the pressures that exist in all areas of life. 2). Protect, support and defend against the powerless, to avoid incidents of disharmonious competition and crime against the powerless. The concept of empowerment is an alternative to self-development, therefore, the autonomy of collecting decisions for a group of people based on personal resources, participation, democracy and learning which is manifested through social interaction through direct experience of Sumodiningrat (Wulandari, 2017).

The Purpose of Empowerment Suharto (Cristina S.D, 2018) said that efforts to increase empowerment can be seen from three aspects, namely: a. Creating conditions or an atmosphere that makes the existence of the community develop (enabling). The main point here is to provide an understanding that in each individual there is potential that can be developed, it can be understood that no community is truly powerless. b. Increasing the power or power possessed by the community (empowering). In addition to creating conditions or atmosphere, in this case appropriate action is needed. c. Another meaning of empowerment itself is to protect, in the process empowerment prevents the weak from becoming weaker.

Stages of Implementation of Empowerment In its implementation, the empowerment program must go through stages, according to Wrihatnolo and Dwidjowijoto (Kiki Endah, 2020) It has three stages of empowerment, namely: 1) Awareness, in this stage the community who is the subject of empowerment is given enlightenment that everyone has the ability or potential can be developed. 2) Capacity, this achievement can be successful when the community already has the ability to receive strength/power. This stage is commonly referred to as capacity building or capacity building, including people, organizations and value systems. Before being given power/power, it is ensured that they are really capable so that they are competent in managing the responsibilities given. 3) Empowerment, in this third stage the community is given strength/power, the opportunity to develop to achieve independence. The strength/power provided is aligned with the superior expertise possessed by each individual. Indicators of Empowerment Success The following indicators are used to see the success of empowerment according to Lesnussa (2019: 100), which consist of: a. Increased income, so as to be able to meet both basic needs

and basic social needs. From the activities carried out by convicts in prison, they get income. b. Individual changes are indicated by: – More productive and growing business – Having a steady income – Having purposeful life goals or self-management – Expanding interaction between groups and within the community. There is a change in attitude experienced by convicts, as they become more productive and have active interactions with each other in prison.

Prisoners According to the Big Indonesian Dictionary (KBBI) means that a convict is a person who is serving a sentence for a crime or being convicted. Based on the provisions in Article 1 point 7 No. 12 of 1995 concerning correctional, that convicts are convicts who are serving a crime of losing independence in prison. Based on what has been regulated in Law no. 12 of 1995 concerning Corrections: a. That in essence, prisoners as human beings and human resources must be treated properly and humanely in an integrated coaching system; b. Whereas the treatment of prisoners based on the prison system is not in accordance with the penal system based on Pancasila and the 1945 Constitution which is the final part of the punishment system; c. Whereas the penitentiary system as referred to in letter b, is a series of law enforcement that aims to make prisoners realize their mistakes, improve themselves, and not repeat criminal acts so that they can be accepted again by the community, can play an active role in development, and can live normally as good and responsible citizens.”

RESEARCH METHODS

This study used a qualitative approach. Sources of data in this study came from primary data and secondary data. Qualitative data is data that is expressed in the form of numbers, or with data that is presented in the form of words that contain meaning (Noor, 2014). Primary data is data collected by someone directly from the object under study and for the benefit of the study concerned which can be in the form of interviews and observations (Situmorang & Lutfi, 2012). The primary data in this study are the results of interviews and observations of workshops at the Class II A prison in Jember. Secondary data is data obtained and collected by previous studies published by various other agencies (Situmorang & Lutfi, 2012). Meanwhile, secondary data was obtained from information sources from the Class II A prison in Jember and data obtained from articles, books and other literature. Data collection techniques in this study were obtained through observation and interviews. The analytical method used is descriptive with a qualitative approach. The way to do this is to analyze internal environmental factors, namely strengths and weaknesses and also external factors, namely threats and opportunities from the workshop which are used as material for a SWOT analysis. The SWOT analysis carried out will go through 3 matrices, namely the first, the IFE (Internal Factor Evaluation) matrix which will describe the strengths and weaknesses of the workshop, while the second, the EFE (External Factor Evaluation) matrix which will

describe the threat and opportunity factors of the workplace. workshop and the third, the IE (Internal External) matrix which will show the current position of the workshop.

RESULTS AND DISCUSSION

IFE Matrix Analysis The IFE

Matrix is used to determine how big the role of the internal factors in the company. The IFE matrix shows the company's internal conditions in the form of strengths and weaknesses which are calculated based on ratings and weights (Astuti & Ratnawati, 2020). Significant level is an auxiliary column to make it easier to calculate weights. Significant level uses a scale of 1-3. Scale 1 = less significant, scale 2 = significant and scale 3 = very significant. Rating is a rating of the size of a strategic factor assessed on a scale (1-5) If it is a strength then the value is 3-5 while if it is a weakness the value is 1-2,9.

Table 1. IFE

Factor Internal	Weight	Rating	Weight Score
Strength			
1. Ease of Officers to supervise the inmates who work	0.15	5	0.16
2. The safety of the products produced is protected	0.11	4	0.1
3. The assisted residents can take turns taking work training so that their knowledge is spread evenly	0.11	2	0.1
4. Increased production of goods carried out by the Inmates which is a lot	0.11	3	0.1
Weakness			
1. Misuse of job training facilities	0.15	2	0.16
2. Poor quality of goods due to changing workers	0.11	3	0.1
3. Difficulty in finding qualified workers when old workers are left behind because they are free	0.15	3	0.16
4. Lack of competent supervisors	0.11	5	0.1
Total IFE	1		-0.16

The value of the Internal Environment Strategic Factor is Strength-Weakness = 4.6 – 5.2 = - 0.16

EFE Matrix Analysis The EFE

Matrix is used to determine the magnitude of the influence of the company's external factors. The EFE matrix describes the conditions of the company's opportunities and threats which are calculated based on ratings and weights (Astuti & Ratnawati, 2020). Significant level is an auxiliary column to make it easier to calculate weights. Significant level uses a scale of 1-3. Scale 1 = less significant, scale 2 = significant and scale 3 = very significant. Rating is a rating of the size of a strategic factor assessed on a scale (1-5) If it is a strength then the value is 3-5 while if it is a weakness the value is 1-2,9.

Table 2. External EFE

Factor	Weight	Rating	Score
Opportunity			
1. Prisons earn income from third parties where products are marketed	0.19	5	0.9
2. Companies provide business capital to workshops	0.1	4	0.2
3. There is cooperation with local BLK	0.19	4	0.7
4. Recruitment of inmates by companies in the same market with workshop products	0.1	3	0.19
Threats			
1. Drug smuggling through the delivery of raw materials for the manufacture of products	0.19	5	0.9
2. Demand for goods that exceed production capacity	0.12	5	0.6
3. Competition with producers of similar goods	0.12	4	0.5
4. Products are less interested because they are out of date	0.1	2	0.12
Total EFE			-0.1

The value of the External Environmental Strategic Factor is Opportunities-Threats = $2.125 - 2.187 = -0.1$

In Table 1 it is known that the strength possessed by the Prison Workshop, namely the ease of officers to supervise inmates who work, becomes the main score,

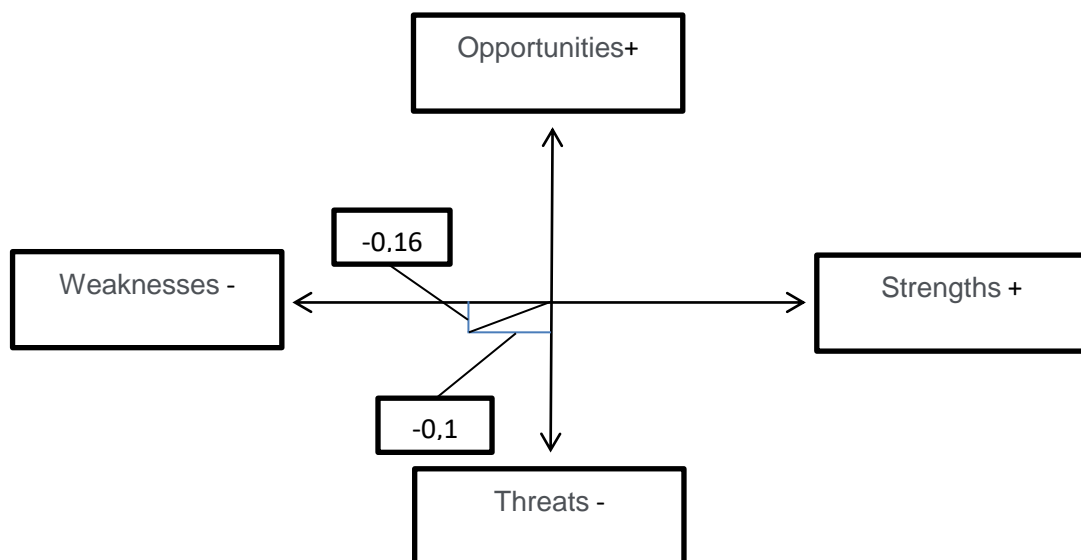
namely the acquisition of 0.16. In the second to fourth place in a row, the safety of the manufactured goods is protected, the assisted residents can take turns taking work training so that their knowledge is spread evenly and the increased production of goods carried out by the inmates who are in large numbers with a score of 0.1

Meanwhile, the first and second positions were occupied by the misuse of job training facilities and poor quality of goods due to changing workers with a score of 0.16. The third and fourth ranks are occupied by the difficulty of finding qualified workers when left by old workers because they are free and Lack of officers as competent supervisors with a score of 0.1

In Table 2, it is known that the opportunities possessed by the Lapas Workshop are that prisons obtain income from third parties where product marketing and the existence of collaboration with local BLK are the main opportunities with a score of 0.19. In the second and third positions are occupied by the company providing business capital to workshops with a score and Recruitment of assisted citizens by companies that are in the same market with workshop products with the same score of 0.1

Meanwhile, in the threat factor, the main position is occupied by drug smuggling through the delivery of raw materials for the manufacture of products with a score of 0.19. In the second position is occupied by demand for goods that exceed production capacity and competition with producers of similar goods with the same score of 0.12. in the last position there is a product that lacks interest because it is out of date with a score of 0.1

Figure 1. SWOT Analysis Quadrant Diagram



Based on the results of the analysis, the position of the prison workshop is in quadrant 4 of the SWOT analysis diagram. This position explains that the workshop has weaknesses and threats that can occur at any time. This condition requires prisons to

carry out a defensive strategy. So it is possible that the workshop will be closed at any time.

SWOT Matrix

<p>Internal</p>	<p>Strengths</p> <ol style="list-style-type: none"> 1. Ease of officers to supervise the inmates who are working 2. The safety of the products produced is protected 3. Inmates can take turns taking work training so that their knowledge is spread evenly 4. Increased production of goods carried out by the Inmates in number Many 	<p>Weaknesses</p> <ol style="list-style-type: none"> 1. Misuse of job training facilities 2. Poor quality of goods due to changing workers 3. Difficulty finding quality workers when old workers leave because they are free 4. Lack of competent supervisors
<p>External Opportunities</p> <ol style="list-style-type: none"> 1. Prisons earn income from third parties where product marketing 2. The company provides business capital to workshops 3. There is cooperation with local BLK 4. Recruitment of assisted residents by companies that are in the same market with workshop products 	<p>SO</p> <ol style="list-style-type: none"> 1. Improving the Quality of Goods Production 2. Establishing Relationships with BLK or temp shop at selling products 3. Collaborating with partners in the online sales business 4. Providing additional rewards for fostered residents 	<p>Strategy WO Strategy</p> <ol style="list-style-type: none"> 1. Conducting promotions to local residents 2. trying to enter the e-commerce business using products that have been made 3. Improving the skills of the inmates

Threats	ST Strategy	WT strategy
<ol style="list-style-type: none"> 1. Drug smuggling through delivery of raw materials for the manufacture of products 2. Demand for goods that exceed production capacity 3. Competition with producers of similar goods 4. Products are less interested because they are outdated 	<ol style="list-style-type: none"> 1. Purchase more sophisticated search tools 2. Recruit inmates additional products to assist the production process 3. Improving product and service quality 4. Bringing in product training instructors in accordance with market developments 	<ol style="list-style-type: none"> 1. Cooperating with the local police to prevent drug entry 2. Using social media as a product promotion tool 3. Purchasing mass production equipment sophisticated 4. Consistent in drying product

Analysis for SO Strategy

With the strengths already possessed by the workshop, prisons can take advantage of existing opportunities to form a strategy for implementing the training. Among them are Improving the Quality of Goods Production, Establishing Relationships with BLK or Shops where products sell, Collaborating with partners in the online sales business and Providing additional rewards for inmates

Analysis for WO Strategies

By knowing the weaknesses and opportunities that already exist in the workshop then the prison can develop a strategy to improve existing weaknesses, namely by holding promotions to local residents, trying to enter the e-commerce business using products that have been made and improving the skills of inmates

Analysis for ST Strategy

With the strengths already possessed by the workshop Therefore, prisons can take advantage of existing opportunities to form a strategy for implementing training aimed at preventing threats from occurring. Among them are purchasing more sophisticated search tools, recruiting additional inmates to assist in the production process, improving product and service quality and bringing in product training instructors in accordance with market developments.

Analysis for WT Strategy

By knowing the weaknesses and threats that already exist in the workshop, the prison can develop strategies to improve preventing existing threats, namely by working with the local police to prevent the entry of drugs, Using social media as a product

promotion tool, Buying tools sophisticated mass production and Consistent in product workmanship.

CONCLUSION AND SUGGESTIONS

From the results of the analysis and calculations that have been carried out, it is known that the Class II A Jember prison workshop is in quadrant 4 which indicates a threatened situation and must make defensive strategies to prevent unwanted things. In the calculation of the results of the IFE factor analysis, the result is -0.16 while the calculation of the results of the EFE factor analysis shows the results of -0.1. The strategy that can be used and recommended in this case is the SO strategy, namely Improving the Quality of Goods Production, Establishing Relationships with BLK or Shops where products sell, Collaborating with partners in the online sales business and Providing additional rewards for inmates. In conducting this research, the author still has many shortcomings, so he needs suggestions for future research.

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