

Effectiveness of Cooperation Between MEC Training Institutions and Internal - External Institutions in Establishing Orphans Duafa Training Participants Get Job Opportunities

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ABSTRACT

In this study, the main problems are answered: 1) the existing condition of the effectiveness of the MEC Education and Training program collaboration in collaboration with internal - external institutions in enabling the orphans of the education and training participants to obtain job opportunities; 2) The condition of the ongoing process of the MEC Education and Training collaboration program in the independence of the orphans of the training participants; 3) The condition of independence of the orphans after participating in the Yatim Mandiri MEC Education and Training program with internal and external institutions in obtaining job opportunities. This research is a qualitative field research with a descriptive approach through the results of a before - after analysis of program participants. The research object that will be developed in this research is the effectiveness of the MEC Education and Training program collaboration in collaboration with internal - external institutions in enabling the underprivileged team of training participants to get job opportunities. The results of this study conclude, that the overall assessment of indicators from various assessment categories is on: 1) the existing condition of the MEC Education and Training program collaboration with internal - external institutions in making the orphans of the education and training participants get job opportunities; 2) The condition of the ongoing process of the MEC Education and Training collaboration program in establishing the poor team of training participants; 3) The condition of independence of the orphans after participating in the Yatim Mandiri MEC Education and Training program with internal - external institutions in obtaining job opportunities; shows a positive assessment close to the "good" category or shows "effective" results. This means that the MEC education and training collaboration with internal and external institutions for poor orphans has shown "effective" results in obtaining job opportunities

Keywords: effectiveness, cooperation, education and training, independent, orphans

INTRODUCTION

Overall, the number of groups of poor people who are entitled to benefits nationally (2015 – 2017) is 6,806,175 people, currently including orphans and poor people reaching 3,176,642 people (*Badan Pusat Statistik*, n.d.). Meanwhile in East Java, the number of orphans reached 157,621 people.¹ In September 2021, there will be an additional 28,000 orphans (*BPS Jatim Catat Kemiskinan Di Jatim Alami Penurunan - Dinas Komunikasi Dan Informatika Provinsi Jawa Timur*, n.d.). The condition of orphaned dhuafa is a combination of the condition of being orphaned and dhuafa, which is a condition of poor and economically helpless living experienced by a person (Kuswibowo, 2021) because his male parents died, is a serious complex issue and requires proportional handling from various parties. The condition of poor orphans and dhuafa is not only a problem of economic poverty, which uses a charity approach. However, there are also efforts to eradicate the condition of orphans and poor people in their social life so that they are more independent and not dependent on others (Dewi & Wajdi, 2019). Conditions in the field, related to the handling of orphans, are carried out by various groups and institutions through charity patterns that are more consumptive in nature. The condition of the underprivileged orphans after being released from the orphanage in life in the community became independent individuals (Suindyah et al., 2019).

Independent independence can be interpreted as a condition of a person to try alone and not depend on others. Formally in the Big Indonesian Dictionary (Chaniago, 2002) that independence is defined by the thing or condition that a person can stand alone or not depend on others. But the application of the concept of independence will feel unfair if it is directed to someone in an orphaned condition. Of course, this understanding in its implementation can develop based on understanding and the degree of one's condition not to depend on others. For example, in the context of the condition of empowering an orphaned person to get job opportunities (Studies & 2022, n.d.). So in it there is an opportunity for other parties to participate in the process of one's independence. Among these things can be done by various institutions education and training, to provide support in the form of providing educational and training facilities for a person to enlarge his business in obtaining job opportunities. At least the program's efforts to make the orphans independent include the process of moving the orphans to get values that can enlighten the soul, awaken the spirit of reasoning power so that they will become more dignified human beings.

MEC (Mandiri Entrepreneur Center) as one of the training institutions (education and training) in the Surabaya area, is a derivation of Laznas Yatim Mandiri which has 44 representative branches in Indonesia, has 433 cooperation networks and humanitarian activities at national and international levels. ³ Furthermore, MEC as a companion institution in carrying out the process of

increasing awareness and ability of orphans to achieve the goal of independence, can perform four main roles as a mentoring institution, through the elaboration of the concept of Ife (1995) namely: role as facilitator, role as educator, role as representative of the orphaned community, role –technical role as a representative of the orphaned community. The four roles of the MEC institutions are carried out in collaboration with internal and external Yatim Mandiri institutions, so that they will have a wider reach for MEC orphans in obtaining job opportunities.

The condition of the effectiveness of MEC's performance in empowering orphans to obtain job opportunities can be assessed from the conditions of the four main roles based on the values adopted by the MEC institution. The concept of this effectiveness according to Subagyo (2000) is the suitability between the output and the goals set. However, in its implementation the concept of effectiveness, according to Richard Steer in Halim⁵, is a concept that must be assessed on the basis of objectives that can be implemented, not on the basis of the concept of maximum goals. Thus, the condition of the effectiveness of the Cooperation between the MEC Institution and internal and external institutions in making orphans and poor training participants get job opportunities, can be seen from various real conditions of program implementation indicators. Thus, in this study, the focus is on answering questions, namely: 1) The existing conditions of cooperation between the MEC Education and Training institutions and internal-external institutions in empowering orphans and training participants to get job opportunities, 2) The condition of the ongoing process of the MEC Education and Training collaboration program in establishing the orphans of the education and training participants and 3) The condition of the orphans' independence after participating in the Yatim Mandiri MEC Education and Training program with internal and external institutions

METHOD

In this study to analyze the effectiveness of the collaboration between MEC Education and Training institutions with internal and external institutions in enabling the poor and poor in training participants to get job opportunities, Suharsimi Arikunto's reference was used through qualitative descriptive analysis techniques and equipped with qualitative analysis, namely by presenting tables and percentages(Arikunto, 2002). The descriptive-qualitative analysis was carried out through a before-after analysis of the program participants. Thus, this data analysis is limited to describing, explaining and describing in depth and systematically about the actual situation by referring to the previous theory. Furthermore, it is presented in a frequency distribution, with the intention that the data presented is more communicative and complete. Then it is processed and analyzed so that it is able to explain the research variables that have been determined according to the chosen approach.

To analyze the effectiveness of the collaboration between the MEC Education and Training Institution and internal - external institutions in making orphans and training participants independent, set out in the real plan targets can be implemented. It is measured by using a reference to the Research and Development Department of the Ministry of Home Affairs, which will later be modified based on real facts in the field

Table 1 Standards of Effectiveness Measures According to the Research and Development Reference of the Ministry of Home Affairs

Effectiveness Ratio	Level of Achievement
Below 40	Very Ineffective
40 – 59.99	Ineffective
60 – 79.99	Fairly Effective
Above 80	Very Effective

Source: Research and Development Ministry of Home Affairs, 1991

RESULTS AND DISCUSSION

Existing MEC Education and Training collaboration with internal - external institutions in establishing orphans and training participants get job opportunities

The existing performance of the MEC institution's collaboration with internal-external institutions in making the orphans independent, is known from the results of the assessment based on a comparative assessment of the sustainability of the components of the vision and program objectives between internal units and external collaboration.

Details of the effectiveness of the vision, mission and goals between institutions, among which can be tested from the comparison between the components. From the results of the comparison between components, both the vision component and the standard component of graduates, overall there is an equality of continuity established between institutions, it is known that the average rating index is 8.05 between internal institutions. Meanwhile, the average assessment of cooperation with external institutions is 7.91 (see table 2):

Table 2 Comparative Assessment Matrix of the Sustainability of the Vision and Objectives of the Program between Internal Units and External Cooperation

No.	Name	Sustainability Assessment Institute between vision components
1.	SICM	- Character: good character, tough, reflective, independent and cooperative, Index (8.0) - Visionary: Intelligent, and innovative. Index (8.0)
2.	MEC, Internal	- Independent Index (8.0) - Entrepreneur Index (8.0) - Islamic Behavior Index (8.0)
3.	UICM	- Independent: Character and financially independent. Index Excellent: Expert and innovative Index (8.0)

Overall the results of the public accountant assessment and the results of financial and program audit reports, from Erfan & Rakhmawan Certified Public Accountants for 4 years from 2014 - 2017 showed the level of "Unqualified".YYM has been awarded by MURI in 2011, as an orphanage institution in Indonesia that provides the most scholarships to orphans. Meanwhile, the results of the HR audit for organizational standardization in the YYM environment show a "good" assessment. The YYM management system has received recognition from ISOQAR and UKAS as a national certification body recognized by the British Government. With registration certificate N0: 10071 ISO 9001:2008 ISOQAR, UKAS 0026 and always renewed every year.

Based on the 2017 annual report, to date Yatim Mandiri has established 433 institutional partners, both from private and government institutions, both from within and outside the country. The partnership with non-individual donors has strategic value, including in the form of labor recruitment cooperation.

LKP MEC (Mandiri Entrepreneur Center), has an operational license from the Surabaya City Government Education Office with the number: 188/1677/436.7.1/2017 with NILEK: 05209.1.0278; NPSN: K0560019. Taking into account the Recommendation of the Head of UPTD-BPS Surabaya Region No. 421.1./52/436.7.1/207 dated February 1, 2017 has been granted an operational permit for the implementation of non-formal education, for the Engineering and ICT group with a rating of "Accredited B". Meanwhile, the National Accreditation Board

(BAN) PAU and PNF have received certification with the "B Accreditation" instrument valid for 5 years, numbered: KP357800001122016 dated December 25, 2016. "Accreditation B" rating numbered: 091/B/EK-LKP/2016, valid for 5 years from 16 December 2016 to 16 December 2021.

Thus, formally, MEC as a Skills and Education institution can be assessed as a proper institution in implementing its programs. Its existence is also considered legal because as a legal entity it has been registered and registered with the Ministry of Law and Human Rights of the Republic of Indonesia with the number: AHU-AH.01.06-904.

The results of the respondents' assessment that the capacity of MEC officers in carrying out the task of selecting candidates for the Training program participants showed good assessment results. From the results of the assessment of the skills of officers in selecting the administrative completeness of prospective training participants, the results of the assessment in the "Very Skilled" category are 63.3%, the "Quite skilled" category is 30.0%, the "Unskilled" category is 6.6%, and the category of "Very unskilled" by 0%.

The results of the assessment of the officer's response to complaints from training participants for the benefit of the education and training program have a good responsiveness or response. From the results of the assessment of the response officers, the officers in dealing with the complaints of the training participants showed a sense of empathy in responding to the complaints of the participants. Based on the respondent's assessment, the results of the assessment were in the "Very responsive" category of 20.0%, "Quite responsive" 56.6%, "Not responsive" category of 16.6%, and "Highly unresponsive" category of 6.6%.

MEC and the MEC Alumni Entrepreneurs Association provide mentoring programs to fresh graduate alumni, both capially and in the form of other business partnerships, both marketing networks and production techniques. The assessment of the benefits of the mentoring program after passing the training program showed an assessment: 66.6% for the "Very useful" category, 23.3% for the "Useful" category, while respondents who gave an assessment of the "Quite useful" category by 10%, and the "useless" category by 0%.

Regarding the good name or credibility of the institution, it is known from the results of the assessment of enforcement of regulations during the training program that MEC is serious and serious in maintaining the credibility of the institution, so that MEC graduates gain the trust of the world of work institutions as users of their graduates. Based on the respondent's assessment, the results of the assessment were in the "Very firm and wise" category of 30.0%, the category "Sufficient and wise" 63.3%, the category "Not firm and not wise" at 6.6%, and the category "Very indecisive and not wise" by 0%.

In order to maintain the quality standards of MEC graduates, the

implementation of the training is adjusted to the needs of the world of work by inculcating Islamic values through a traditional education and training process, which is known from the assessment of the following indicators:

- Assessment of the suitability of the training material with the needs of employee/entrepreneur internships
- Assessment of the needs of world practitioners' guest lecturers suitability
- of business/employee plan programs with real conditions - Assessment of support for "field business practices" in preparing mentally for business competition
- Assessment of tutors/lecturers' abilities in providing work program materials - Assessment of the benefits of monitoring and mentoring in boarding education and training assistance
- Assessment of value consistency – Islamic values with practice in the internal education and training environment of the dormitory
- Assessment of the usefulness of the material Islamic values with the real conditions of program participants in the field

To maintain the quality standards of MEC graduates, the training materials have been adapted to the needs of the job market. This is known from the results of the assessment of the suitability of the training material with the needs at the time of employee internship or entrepreneurial internship showing a good assessment. The results of the respondent's assessment showed that the percentage of assessment was 40.0% for the "Very appropriate" category, 53.3% for the "Quite appropriate" category, while respondents who gave an assessment of the "Not suitable" category were 3.3%, and the "Highly inappropriate" category was 3,3%. 3.3%. (see table 7) From the cumulative results of the assessment in the "Very suitable" category, and the "Sufficiently appropriate" category shows a large cumulative percentage.

The results of the assessment on the needs of visiting lecturers for practitioners of the world of work on the suitability of work needs indicate a good assessment. The results of the respondent's assessment showed that the percentage of assessment was 43.3% for the "Very suitable" category, 50.0% for the "Quite appropriate" category, while respondents who gave an assessment

The results of the conformity assessment of business/employee plan programs that must be prepared and planned by training participants, are in fact in accordance with real conditions in the field of work. This is evidenced by the results of the respondent's assessment showing that the percentage of assessment is 43.3% for the "Very suitable" category, 53.3% for the "Agreeable" category, while respondents who give an assessment of the "Agree" category are 3.3%, and the "Highly inappropriate" category. " by 0.0%. The business plans prepared by the training participants are related to real conditions. Planning that is prepared less well can,

will be known after the field, or also suggestions from lecturers who are not considered the participants who prepare business plan programs in the field will encounter problems in the field.

Support "field business practice" program is a training program that has been prepared by MEC, so that graduates are mentally prepared to face business competition. This is evidenced by the results of the respondent's assessment showing the percentage of assessment of 46.7% for the "Very supportive" category, 50.0% for the "Supporting" category, while respondents who gave an assessment of the "Sufficiently supportive" category were 3.3%, and the "Not supportive" category. " at 0%.

The indicator used as an assessment is to look at the comparison between graduates or alumni of training participants who have been absorbed into the world of work, both employees and entrepreneurs. Based on mec document data, the working absorption conditions of training alumni from year to year show good development. In 2017, out of 120 participants, 133 people were absorbed or absorbed by 94.2%. In 2018, out of 125 participants, 121 people were absorbed or absorbed by 96.8%. In 2019, out of 131 participants, 130 were absorbed, 99.2%. In 2020, out of 144 participants, 142 people were absorbed or absorbed by 98.6%. In 2021, out of 129 participants, 128 people were absorbed or absorbed by 99.2%.

This condition shows that the programs implemented by MEC have been running effectively. The optimal absorption of LKPMEC graduates, showing the MEC training program, has improved the mentality of students having the ability to be "persistent" when facing challenges both in the world of work and when entrepreneurship. Students are trained not only in certain competencies in terms of academic ratio, but also other competencies, namely various provisions for spiritual mental cultivation with various methods through the boarding training model or boarding training has been well conceptualized.

The governance of LKP MEC has been well managed, through the running of quality control mechanisms, the quality improvement system of educators and the Entrepreneur program has been well conceptualized. This shows the fact that in the course of time travel, internal awareness grows to improve service quality through improved governance, so that MEC as a training institution that is trusted by the community in bathing its graduates. Governance here not only includes internal personal among MEC, but also involves external stake holders as cooperation partners. With cooperation partners, as many as 434 partners from various private and government institutions, it will be able to be synergized into the transformation of the MEC program to bathe orphans with training participants to be independent in their economic life. So MEC has great potential for its graduates to be absorbed into the world of work both in the office sector and business world partners.

CONCLUSION

From the results of the discussion of the analysis in this study, it is concluded as follows:

1. That the assessment of the existing conditions of the MEC Training Program cooperation with internal - external institutions in bathing orphans dhuafa training participants get job opportunities, is in an assessment position between the "good" and "excellent" categories or shows effective results
2. That the assessment of the condition of the process of the MEC Training cooperation program in bathing orphans dhuafa training participants, shows an assessment in the category between "good" and "Excellent" or shows effective results
3. That the assessment of the condition of independence of orphans after participating in the cooperation program of the MEC Yatim Mandiri Training program with internal -external institutions in obtaining job opportunities, is in a condition between the assessment categories "good enough" and "good" or "quite effective". Whenever an overall assessment is carried out, it shows positive results close to the "good" category or shows "effective" results. This means that mec training cooperation with internal - external institutions for orphans shows "effective" results in obtaining job opportunities.

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