

RINGKASAN

RANIA CINTA MARISKA.21105520042. *Efektivitas Pelayanan Bursa Kerja Khusus (BKK) Dalam Memfasilitasi Alumni Sebagai Calon Tenaga Kerja Di Smk PGRI Wlingi Kabupaten Blitar.* Di bawah bimbingan : 1. Anwar Hakim Darajat, S.Sos., MM, 2. Dr. Wydha Mustika Maharani, SAP., M.AP

Penelitian ini bertujuan untuk mengevaluasi efektivitas pelayanan Bursa Kerja Khusus (BKK) dalam memfasilitasi alumni sebagai calon tenaga kerja di SMK PGRI Wlingi, Kabupaten Blitar. Fokus penelitian mencakup empat indikator efektivitas organisasi menurut Gibson, yaitu produktivitas, adaptabilitas, kepuasan layanan, dan pencapaian hasil, serta ditambah dua faktor penghambat, yakni sumber daya teknis dan ketersediaan informasi. Penelitian ini menggunakan pendekatan deskriptif kualitatif dengan teknik pengumpulan data melalui observasi, wawancara mendalam, dan dokumentasi. Analisis data dilakukan dengan model Miles, Huberman, dan Saldaña. Hasil penelitian menunjukkan bahwa BKK telah menunjukkan efektivitas yang cukup tinggi, terutama pada aspek produktivitas melalui peningkatan penyerapan alumni oleh dunia kerja dan perluasan kemitraan industri. Adaptabilitas tercermin dalam penyesuaian program pelatihan terhadap kebutuhan industri serta pemanfaatan teknologi informasi. Tingkat kepuasan alumni dan mitra industri relatif tinggi, meskipun masih ditemukan keterbatasan akses informasi. Pencapaian hasil ditandai dengan keberhasilan penempatan alumni sesuai bidang keahlian dan peningkatan keterampilan kerja. Hambatan utama yang dihadapi BKK meliputi terbatasnya anggaran, jumlah dan kompetensi staf, serta sistem komunikasi yang belum optimal. Penelitian ini merekomendasikan penguatan kelembagaan BKK dan sinergi multisektor untuk mendukung transisi alumni ke dunia kerja secara berkelanjutan.

Kata Kunci: efektivitas, Bursa Kerja Khusus, SMK, ketenagakerjaan alumni, penempatan kerja

SUMMARY

RANIA CINTA MARISKA.21105520042. *The Effectiveness of Special Job Exchange (BKK) Services in Facilitating Alumni as Prospective Workers at SMK PGRI Wlingi, Blitar Regency. Under the guidance of: 1. Anwar Hakim Darajat, S.Sos., MM, 2. Dr. Wydha Mustika Maharani, SAP., M.AP*

This study aims to evaluate the effectiveness of the Special Job Exchange (BKK) in facilitating alumni as prospective workers at SMK PGRI Wlingi, Blitar Regency. The research focuses on four indicators of organizational effectiveness proposed by Gibson: productivity, adaptability, service satisfaction, and goal achievement, along with two additional inhibiting factors—technical resources and information availability. This study employed a descriptive qualitative approach with data collected through observation, in-depth interviews, and documentation. Data analysis was conducted using the Miles, Huberman, and Saldaña model. The findings indicate that the BKK demonstrates a relatively high level of effectiveness, particularly in terms of productivity, as reflected by the increasing number of alumni absorbed into the workforce and the expansion of industrial partnerships. Adaptability is evident in the alignment of training programs with industry needs and the use of digital technology. Alumni and industry partners report a high level of satisfaction, although some limitations remain in access to labor market information. Goal achievement is reflected in the successful job placement of graduates according to their areas of expertise and the enhancement of their job-readiness skills. Key obstacles include limited budget, insufficient number and capacity of BKK staff, and suboptimal communication systems. The study recommends strengthening the institutional capacity of BKK and fostering cross-sectoral synergy to support a sustainable transition of graduates into the workforce.

Keywords: *effectiveness, Special Job Exchange, vocational school, graduate employability, job placement*