

## The Role of Bursa Kerja Khusus (BKK) in Assisting The Absorption of Graduates Employment

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### Abstract

The purpose of this study was to determine the role of the BKK in assisting the absorption of graduate's employment at SMK Negeri 1 Purwodadi. The research method used is descriptive with a qualitative approach. Sources of research data were obtained from 19 informants consisting of the Principal, Deputy Head of Public Relations, Chairman of BKK, Secretary of BKK, Treasurer of BKK, 14 graduates of SMK Negeri 1 Purwodadi. The technique of determining the informants used purposive sampling and snowball sampling. Data collection techniques using the librarian method and field study methods consisting of observation, interviews, and documentation. The results revealed that the role of BKK in SMK Negeri 1 Purwodadi includes registration and data collection of job seekers who have completed their education or training; data collection of the needs of labor users or to be independent; offers to users of labor regarding the supply of labor; implementation of verification as a follow-up to the deliveries and placements that have been made; implementation of job fair activities and similar activities. From the BKK's role, it was found that there were still graduates who had not been absorbed in the world of work. The conclusion of this study, the role of the BKK in assisting the absorption of graduate work at SMK Negeri 1 Purwodadi is in accordance with Binapenta Regulation No. Kep-1907 / PPTK-PKK / X / 2018.

### How to Cite

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## INTRODUCTION

The competition in the global economy today cannot be denied. The availability of qualified human resources (HR) capable of supporting economic growth is one of the factors for the success of development in a country. The existence of the 4.0 industrial revolution must be accompanied by human resources who can keep up with the times. Indonesia is faced with increasingly fierce competition, especially in terms of human resources (HR). Moreover, the low human resources in Indonesia will add to the tough competition faced. Human resources are required to have certain expertise and skills that support their work and not stop optimizing their abilities and expertise through formal education and skills training. In line with Siagian (2003: 181) states that human resources are important in an organization. Education in Indonesia has been designed to deliver the nation's children through global competition. Education levels from early childhood to tertiary education can be the choice of people in Indonesia. Secondary education is the level of education in the formal education pathway which is a continuation of basic education, in the form of high school, madrasah aliyah, vocational high school, or other equivalent forms.

Vocational high school (SMK) is one of the secondary schools in Indonesia that prepares students especially to work in certain fields. SMK offers education according to the skills competencies that students are interested in. Since the beginning, students have been equipped with skills that support the world of work and are expected to reduce unemployment in Indonesia. In accordance with Government Regulation Number 17 of 2010 article 76 paragraph 2c, it reads "vocational secondary education functions to equip students with the skills of science and technology as well as the vocational skills of the professions according to the needs of society". It is hoped that SMK graduates can be absorbed in the world of work in accordance with the competency skills they have acquired at school. In accor-

dance with the research of Chidinma Dokubo and Isaac Dokubo (2013) in Naharuddin (2018: 160) states, "vocational education has an important role to develop the development economy, industrial growth, create jobs and reduce poverty and unemployment". Based on this statement, it is hoped that vocational education can help develop economic development, industrial growth, create jobs, and reduce poverty and unemployment.

The Indonesian Badan Pusat Statistik (BPS) February 2020 revealed that the most open unemployment rate among vocational graduates was 8.49%. Even though it is hoped that SMK can be one of the government's solutions in reducing unemployment in Indonesia. SMK will not be effective in reducing unemployment if it only produces graduates who are ready to work. In line with Presidential Instruction No. 9/2016 on the revitalization of SMKs, it is an appropriate and strategic effort to overcome various problems faced by SMK and a solution for SMK graduates entering the world of work. One of them is the need for synergy with the optimization of the role of the BKK in schools to bridge between job providers (DU / DI) and job seekers (graduates).

Permenaker RI Number 39 of 2016 article 1 paragraph 17 reads, "BKK or the Special Job Exchange is a service unit in secondary education units, higher education units, and job training institutions that provide facilitation for the placement of workers to alumni". BKK in a school is a way for students to get information on the world of work. BKK can play an important role in a school to help its graduates to be absorbed by the available job vacancies. BKK schools can be one way to assist the government in solving unemployment among vocational high school graduates. The objectives of BKK according to Pambayun (2014: 248) are: (1) Bringing together SMK graduates with DU / DI; (2) Providing opportunities for mutual interaction between SMK graduates and DU / DI to offer their competencies; (3) Improve the cooperation relationship between SMK and DU / DI through the

approach of SMK management personnel with industry representatives; (4) Increase the knowledge of SMK graduates about job opportunities in DU / DI, so that graduates can choose job opportunities according to their competence; (5) The recruitment process is in accordance with the required work formation and competencies; (6) Absorption of graduates into the world of work.

SMK Negeri 1 Purwodadi is one of the favorite schools in Grobogan. This is evidenced by the great interest of the community to send their children to SMK Negeri 1 Purwodadi. SMK Negeri 1 Purwodadi offers 7 skill competencies including Accounting and Financial Institutions, Office Management Automation, Online Marketing Business, Network Computer Engineering, Multimedia, Fashion Design, and Tata Catering. There are so many competency skills that are offered and student interest is great, making SMK Negeri 1 Purwodadi a favorite school in Grobogan.

The BKK at SMK Negeri 1 Purwodadi is a school work unit handled by a special team to help the absorption of graduates into the world of work. This Special Team also has an organizational structure with a clear division of labor. Binapenta Number Kep-1907 / PPTK-PKK / X / 2018 concerning BKK technical instructions article 8 the scope of BKK activities, among others, (1) Registration and data collection of job seekers who have completed their education or training; (2) data collection of job opportunities; (3) Providing guidance to graduate job seekers to determine their talents, interests, and abilities according to the needs of users of labor or to work independently; (4) Offers to users of labor regarding the supply of labor; (5) Implementation of verification as a follow-up to the delivery and placement that has been carried out; (6) Implementation of job fair activities and similar activities. Broadly speaking, the BKK work mechanism is to help bring graduates into the world of work based on graduate data according to skill competencies. Meanwhile, the world of work offers job vacancies at BKK in schools.

Based on observations, documentation,

and initial interviews with Krishna Eka P. S, S.Kom (BKK Secretary) on January 16, 2020, information was obtained that the implementation of BKK's role was not fully optimized. There are still graduates who have not been absorbed in the world of work. The optimal role of BKK can be seen by the absorption of graduates according to the Education Unit Accreditation Instrument (IASP) (2020: 36) the absorption capacity of SMK graduates must be more than 75% of graduates working and 50% according to their fields through school BKK. Indications of not yet optimal BKK roles can be seen from the roles that have been performed. BKK SMK Negeri 1 Purwodadi has an organizational structure chart, but the number of human resources of 4 people is still considered insufficient to run BKK programs because according to Binapenta Number Kep-1907 / PPTK-PKK / X / 2018 regarding BKK technical instructions Article 2, paragraph 5, at least 6 members of the BKK, including the chairman of the BKK. BKK members of SMK Negeri 1 Purwodadi come from subject teachers who have to teach in class every day so that they have limited time to carry out the role of BKK. There are a number of graduates who are not yet employed and BKK administrators have difficulty in delivering job vacancies information to graduates because graduates do not leave telephone numbers that can be contacted. The existence of graduates has been absorbed into the world of work, not through BKK but rather obtains information independently. The available job vacancies are not fully in accordance with the competence of the graduates' expertise, causing some graduates to work off-track or irrelevant to the competence of their expertise.

Previous research has also been conducted by Haryani. et al. In 2013, entitled Existence, Role and Function of Special Job Exchange Institutions in Vocational High Schools. In his research, Haryani. et al. is a qualitative descriptive study with a case study approach. Information obtained from the study shows that BKK has 5 roles, including 1) helping to improve the quality of schools

and influencing the continuation of education development in SMK, 2) helping schools to gain trust from the community to send their children to SMK Negeri 1 Kalianda, 3) able to bridge between schools with DU / DI as users of labor, 4) able to bridge schools with guardians of students in solving employment problems; 5) able to help alumni who have not found a job to work.

One of the previous studies by Sulistyowati 2016 focused on specific job market performance and quantitative methods. The novelty of this research lies in the aspects being studied, namely the role of the BKK, the research object of SMK Negeri 1 Purwodadi, qualitative methods, as well as documentation, observation, and interview data collection techniques. Further research by Triana, Neni in 2018 is qualitative research that focuses more on actualizing aspects of the BKK services. Whereas in this study the aspects studied were the role of the BKK and the theory used was using Binapenta regulations Number Kep-1907 / PPTK-PKK / X / 2018 regarding BKK technical instructions.

This study is different from previous stu-

dies, based on the results of preliminary observations found gaps between findings in the field and existing theories. The originality or novelty of the research offered is the role of a special job market using Binapenta regulations Kep-1907 / PPTK-PKK / X / 2018 regarding BKK technical instructions. SMK Negeri 1 Purwodadi is the oldest SMK in Grobogan. There is an industrial class at SMK Negeri 1 Purwodadi. Data for the last three years of the BKK SMK Negeri 1 Purwodadi states that there are still graduates who have not been absorbed into the world of work can be seen on Image 1.

The BKK at SMK Negeri 1 Purwodadi is expected to be able to carry out its role in assisting the absorption of graduate's employment optimally. The importance of the role of BKK as a bridge between job providers (DU / DI) and job seekers (graduates) can be one way to reduce unemployment among SMK graduates. Based on the above background, this research will discuss "The Role of the Bursa Kerja Khusus (BKK) in Assisting the Absorption of graduates Employment".

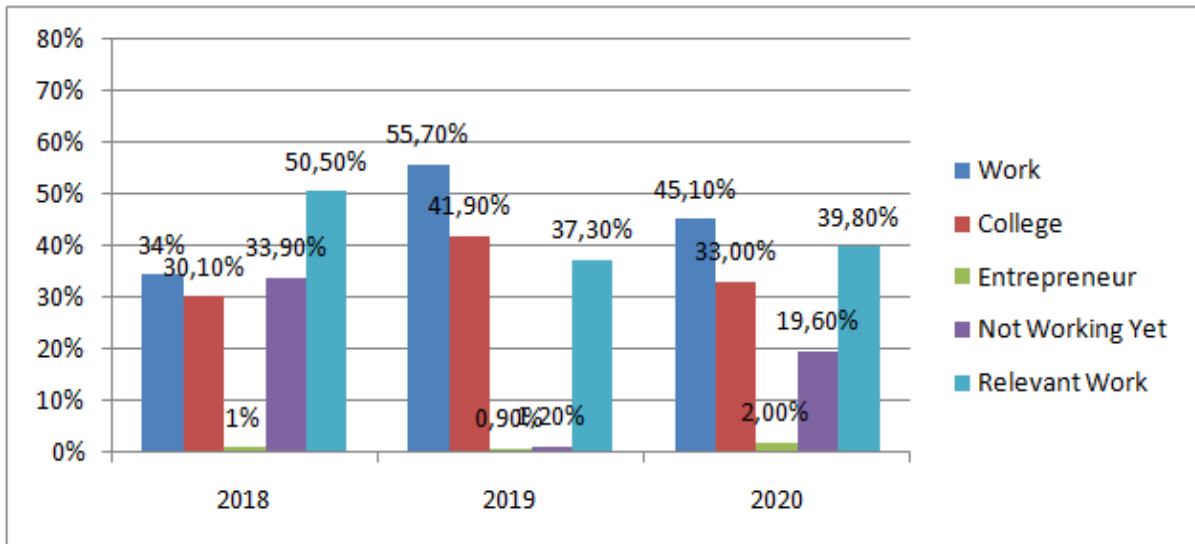


Image 1. Graduate Absorption Data  
Source: Secondary data processed, 2020

## METHOD

This research method is descriptive with a qualitative approach based on the problem of the role of the BKK in assisting the absorption of graduate's employment at SMK Negeri 1 Purwodadi. This study uses a qualitative approach that aims to examine the role of the BKK based on the scope of the BKK, including a) Registration and data collection of job seekers who have completed their education or training; b) Data collection of job opportunities; c) Providing guidance to graduate job seekers to find out their talents, interests, and abilities according to the needs of labor users or to try independently; d) Offers to users of labor regarding the supply of labor; e) Verification as a follow-up to the deliveries and placements that have been made; f) The implementation of job fairs and similar activities and obtain deeper meaning in accordance with the research background at SMK Negeri 1 Purwodadi. This study provides an overview of the actual conditions in the field. The data generated from this research activity are in the form of sentences that reveal facts in the field so that they are expected to be able to provide information and understanding of existing conditions with relevant factual evidence.

The research design used a descriptive qualitative research design. Suharsimi (2014: 3) the term "descriptive" comes from the English term to describe which means to describe or describe something, such as circumstances, conditions, situations, events, activities, and others. In line with this opinion, it can be explained that qualitative descriptive is a way that leads to a detailed and in-depth description of a situation, as well as a relationship with the main things found in the research objectives. This study has 2 types of data sources, namely primary data and secondary data. Primary data sources researchers need to go directly to the object of research through observation, interviews. Sources of data come from parties who have the authority or responsibility for the object of research so that they can provide clear and complete information about the ac-

tual background and conditions of the object to be studied, which later can obtain data in accordance with the facts in the field. 19 informants were the source of information in data collection in this study. In the interview technique, the researcher needs to determine the informant as the research subject. Research subjects, in this case, are the Principal, Deputy Public Relations Officer, Chairman of BKK, Secretary of BKK, Treasurer of BKK, and 14 graduates of SMK Negeri 1 Purwodadi. Meanwhile, to obtain secondary data sources, researchers look for relevant sources of books or documents as a comparison to field conditions.

Data collection techniques used in this study are librarian research methods and field study methods such as observation, documentation, and interviews. First, systematic observation and recording of everything that happens in the field. In the observation activity, researchers conducted direct observations in the field to obtain the required information regarding, among others, the physical condition of the BKK room, BKK services to graduates. implementation of the BKK work program. Then identified and adjusted to the data obtained through interviews and documentation. Second, the interview process was carried out in accordance with the interview guidelines that had previously been arranged in a structured and systematic manner. Interview guidelines are guidelines used when conducting direct questions and answers with informants. This guideline contains questions that will be asked of informants. The interview guidelines were addressed to the Principal of the School, Deputy Public Relations, Chair of the BKK, Secretary of the BKK, Treasurer of the BKK, and 14 graduates of SMK Negeri 1 Purwodadi. Guidelines are developed from the role of the BKK based on the scope of the BKK according to Binapenta No. Kep-1907 / PPTK-PKK / X / 2018 regarding BKK technical instructions article 8, including (1) Registration and data collection of job seekers who have completed their education or training; (2) data collection of job opportunities;

(3) Providing guidance to graduate job seekers to determine their talents, interests, and abilities according to the needs of users of labor or to work independently; (4) Offers to users of labor regarding the supply of labor; (5) Verification as a follow-up to deliveries and placements that have been made; (6) Implementing job fair activities and similar activities. The scope is used as an indicator in making the interview guideline grid. Third, documentation in this study is used to find information about data in the field in the form of documents, the researcher identifies several documents that are already available including BKK's vision and mission, organizational structure, job vacancies brochures, the number of graduates absorbed in the world of work, types - various BKK forms and reports, BKK establishment letters, photos of room facilities, photos of the interview process.

The validity of the data was obtained using triangulation techniques by combining various data collection techniques and existing data sources, namely comparing the observation data with interviews, comparing the results of interviews between one informant and another, and comparing the results of the interview with related documents. Moleong (2016: 324) which is used to measure objectivity and validity of data, namely: 1) credibility; 2) transferability; 3) dependability; and 4) confirmability. The data analysis model used is interactive by reducing data, presenting data, and drawing conclusions.

Data reduction is the process of selecting, focusing on simplification, and transforming the crude data that appears in written notes while in the field. Reducing data, the researcher takes only important data and discards what is not important so that it is easy to understand. After the researcher needs to compile and compile the data so that conclusions can be drawn. Data display is an effort to compile a collection of information from the results of data reduction which is then presented in a systematic report. Data presentation can be in the form of brief descriptions, charts, relationships between categories, flowcharts,

and the like. In qualitative research, the presentation of data that is often used is narrative text. Conclusion drawing, the researcher collects data from the beginning and looks for the meaning of the data that has been collected, after which the researcher interprets the meaning, compares the data, looks for data relationships with one another so that he can answer the formulation of the problem that the researcher has made since the beginning.

The research procedure carried out began with several stages including the pre-field stage, the fieldwork stage, and the data analysis stage. The pre-field stage includes compiling the research design, namely selecting the research location, arranging permits, making preliminary observations and assessing the research location, selecting informants to target, preparing research equipment, and research ethics issues. At the fieldwork stage, the researcher collected the necessary data, both primary data and secondary data, which were broadly obtained from informants and documents. Then from the data identification is carried out to explain the condition of the object from the research focus that has been determined by the researcher to produce accurate data from the object under study. After the researcher obtains the required data from the research results, the next step is to compile the data in the form of a report. In preparing this report, it must be compiled systematically and using applicable guidelines, so that it is hoped that the results of this study can provide information to others and become a guideline for further research.

## RESULT AND DISCUSSION

The role defined by Biddle & Thomas in Sarwono (2014: 215) is a series of formulas that limit the expected behaviors of certain position holders. When a person exercises his rights and obligations according to his position, he plays a role. Levinson in Coser (1964: 204) in Soekanto (2007: 213) states, roles include 3 things as follows: 1) Roles include norms that are related to one's position or pla-

ce in society. Role in this sense is a series of rules that guide a person in social life. 2) Role is a concept of what individuals can do in society as an organization. 3) The role can also be said as individual behavior that is important for the social structure of society.

The role of the description above can be concluded that is a form of the position (status) obtained by a person or institution. This form can be in the form of responsible actions according to the position that a person or agency has. Based on these matters, when linked to a BKK, the role consists of the scope of the BKK. The role of the BKK is based on the scope of its activities according to Binapenta No. Kep-1907 / PPTK-PKK / X / 2018 regarding BKK technical instructions article 8, states that: (1) Registration and data collection of job seekers who have completed their education or training; (2) data collection of job opportunities; (3) Guiding to graduate job seekers to determine their talents, interests, and abilities according to the needs of users of labor or to work independently; (4) Offers to users of labor regarding the supply of labor; (5) Verification as a follow-up to the delivery and placement that has been carried out; (6) Implementation of job fair activities and similar activities. Based on the results of interviews with informants while at the research location, information was obtained about the role of BKK SMK Negeri 1 Purwodadi based on the scope of activities as follows:

#### **Registration and data collection of job seekers who have completed their education or training**

Graduate registration is the stage after registering prospective graduates to help register graduates who are interested in working after graduating from school to the desired DU / DI. Data collection on graduates is meant to collect data on prospective graduates regarding student biodata, student formal education data, desires after graduation, and parental data. After becoming a graduate, there will be more records regarding the search for graduates containing name, cellphone number,

occupation, work address, continuing education, address to continue, entrepreneurship, business address, not yet working, relevant work. BKK SMK Negeri 1 Purwodadi does not make any special requirements in helping graduates. All graduates of SMK Negeri 1 Purwodadi will be assisted in finding jobs. Even high-class graduates, if they haven't got a job, will be assisted by BKK regarding job information.

The data collection of prospective graduates is carried out by BKK SMK Negeri 1 Purwodadi by providing student biodata forms before the national exam to fill in prospective graduates. Registration of graduates is carried out to help register prospective graduates to work based on data collection of prospective graduates who are interested in working after graduation but with the approval of the graduates. Meanwhile, the search for graduates is carried out online via google form because students have graduated and will rarely meet at school and due to the pandemic.

The results of observations were made by observing how the BKK conducted graduate searches including filling in online searches by providing a google form link to graduates through the WA graduate group. The existing graduate traceability data is also used to measure the absorption of graduates in the world of work. The absorption data is a BKK report to the Ministry of Education and Culture and the Ministry of Manpower. The link for tracing graduates is the responsibility of the BKK, Deputy Public Relations, and the Principal of the School. Meanwhile, the results of the documentation from the registration and data collection of prospective graduates and the tracing of graduates obtained from the BKK of SMK Negeri 1 Purwodadi, namely, registration and data collection of prospective graduates in the form of books with data covers for prospective alumni per skill competency has 1 different book. Tracing 2020 graduates is still in the form of documents on computers because the activities are still ongoing. However, the search for graduates of 2018 and 2019 already exists in the form of

a book with the cover of the search for graduates of the year concerned. The prospective graduate link is filled in around February. Followed by a new link with a different format from the previous link as a graduate search that is made after becoming a graduate and can be accessed by graduates.

The role of BKK at SMK Negeri 1 Purwodadi regarding registration and data collection of job seekers who have completed their education or training has 2 activity sessions. First, for prospective graduates, registration and data collection on the identity of prospective graduates is carried out in February by filling in a form provided by the BKK which can be filled in directly by prospective graduates or also by junior level as a tracer. Second, search for graduates is carried out after becoming graduates by online filling in the search link from BKK which is shared in the WA graduate group. Online searches were only carried out in 2020 during the pandemic. In the previous years 2018 and 2019, the search for graduates was carried out manually by way of graduates filling in books that had been prepared by BKK. Fill it out when graduates take a diploma to school or legalize. According to Kemenristekdikti (2011) in Harianto et al. (2019: 3) explains that the tracer study aims to trace the tracks of graduates after graduation and aims to determine the outcome of education in the form of the transition from education to the world of work.

The level of absorption of graduates in the world of work based on the Education Unit Accreditation Instrument (2020: 36) states that at level 4 the absorption capacity of SMK graduates must be more than 75% of graduates working and 50% according to their fields through school BKK. At level 3 the absorption capacity of SMK graduates is a maximum of 75% of graduates working and 50% according to their fields through school BKK. Level 2, the absorption capacity of SMK graduates is a maximum of 50% of graduates working and 25% according to their fields through school BKK. At Level 1, the absorption capacity of SMK graduates is less than 25% of graduates

getting jobs The absorption of graduates at SMK Negeri 1 Purwodadi shows at level 2 and 3 in 2018 and 2019. Even though they do not reach level 4, many graduates continue to college, which means that the absorption of graduates is quite high for SMK Negeri 1 Purwodadi which is carried out by BKK. Especially for graduates in 2020 as of October 23, 2020, the number of new graduates was successfully traced (45.61%). 2020 graduates show that absorption at level 3 shows that it is quite good even during a pandemic.

BKK SMK Negeri 1 Purwodadi in registering and collecting data on graduates has obstacles, namely graduates who cannot be contacted again because they have changed their cellphone numbers. Efforts that can be made by BKK with these obstacles are to warn graduates to notify the school if they have to change their cellphone numbers and can cooperate in tracing graduates. Filling in graduate tracing can also be done with the help of peers reminding each other because it is done online. It could also be when a graduate comes to school to take care of a diploma to be reminded again in filling out the graduate search.

#### **Data collection of job opportunities**

BKK SMK Negeri 1 Purwodadi is selective in taking job vacancies offered by DU / DI partners. Job vacancies that are accepted are selected which do not charge fees when holding recruitment. Job vacancies originating from abroad must collaborate with the local Manpower Office according to regulations. Available job vacancies must be following the skill competencies offered at SMK Negeri 1 Purwodadi so that graduates can be absorbed properly. BKK SMK Negeri 1 Purwodadi in getting job information. Work information is obtained from the lobby conducted by BKK to partner DU / DI. The lobby is a cooperation negotiation. So that job vacancies information can be obtained by BKK SMK Negeri 1 Purwodadi. Apart from BKK who came directly, there was also the opposite, namely DU / DI partners offering job information.



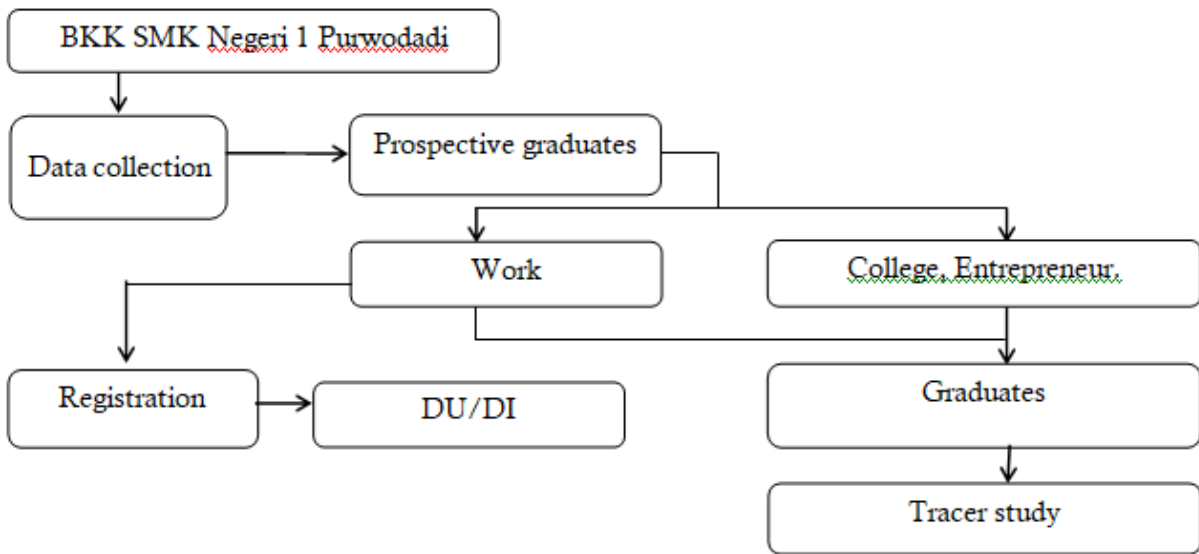


Image 2. The flow of Role 1 BKK  
Source: Secondary data processed, 2020

BKK provides information on job vacancies to graduates through the WA graduates group. Graduates who want information can also come directly to the school to ask questions directly to BKK. During the pandemic, SMK Negeri 1 Purwodadi hopes that graduates who come to ask questions directly to schools do not collect time. responses from graduates regarding job vacancies that have been given by BKK still need to be improved. Job vacancies have decreased due to the pandemic. BKK strives to always be active in providing information when there are job vacancies. Graduates feel helped by the job information provided by BKK because graduates do not need to find out themselves about the work information of a company. Graduates hope that BKK will do its best to get more extensive work information.

The role of BKK at SMK Negeri 1 Purwodadi regarding data collection of available job vacancies is done through BKK contacting DU / DI partners offering workers and asking about job vacancies. Job vacancies can also come from DU / DI who contact BKK SMK Negeri 1 Purwodadi. Work information is conveyed by BKK to graduates through the online WA group or graduates can come

directly to ask BKK. In cooperating with DU / DI, BKK SMK Negeri 1 Purwodadi is very selective. In line with Utami and Joko Widodo (2014: 420) explaining, the process of identifying job vacancies is carried out to find out available job vacancies according to the competence of graduate skills. BKK collects company information and job offer information. The information about the company that is being sought is about the status of the company, not a fake company. Furthermore, the job vacancies offered are in accordance with the existing competency skills at SMK Negeri 1 Purwodadi. Hartono (2016: 126-127) explains that career information can be in quantitative form, for example, statistical data and job trends, while the qualitative form of information is for example job descriptions, job requirements, types of jobs. BKK SMK Negeri 1 Purwodadi in providing career information is only in the form of qualitative career information, namely job descriptions, job requirements, types of jobs.

The job offers offered by BKK SMK Negeri 1 Purwodadi needs to be increased again because it coincides with the pandemic period, the reduced availability of job vacancies. BKK delivers information online in the WA

alumni group. This delivery is quite effective in a pandemic period. Hartono (2016: 135), several things need to be considered in seeking career or work information for graduates, among others, “recruitment requirements, working conditions, employment status, salary, professional allowances, pension security, and promotion system”. The career information that BKK gets can be in the form of available jobs, job opportunities, and requirements to enter the world of work so that graduates can prepare themselves to fill these opportunities.

The barrier to job information at this point is that DU / DI partners have experienced a decline in job availability due to the pandemic. So that graduates have difficulty getting a job. Another obstacle is the difficulty in providing job information to graduates because they cannot collect time. BKK SMK Negeri 1 Purwodadi admitted job availability was very scarce due to the effects of the pandemic. Overcoming barriers to job information is done using the BKK SMK Negeri 1 Purwodadi always actively communicating with the Manpower Office to get information about the development of existing job va-

cancies. Always communicate with DU / DI partners actively to get accurate information on job vacancies. Job information is carried out to DU / DI partners and graduates online during a pandemic.

**Providing guidance to graduate job seekers to determine their talents, interests, and abilities according to the needs of users of labor or to work independently**

Providing guidance to graduates from BKK related to job information and career guidance. Providing such guidance to help graduates gain career knowledge so that they can decide which career to choose. BKK SMK Negeri 1 Purwodadi is said to not provide specific guidance. But it provides socialization about job information and opens a private question and answers session online if some students or graduates want to find out information about jobs. Providing guidance about interests, talents is the duty of Guidance Counseling. Other guidance in the form of making job application letters, curriculum vitae, procedures for job interviews is also not provided by BKK but is already in the Indonesian language subject.

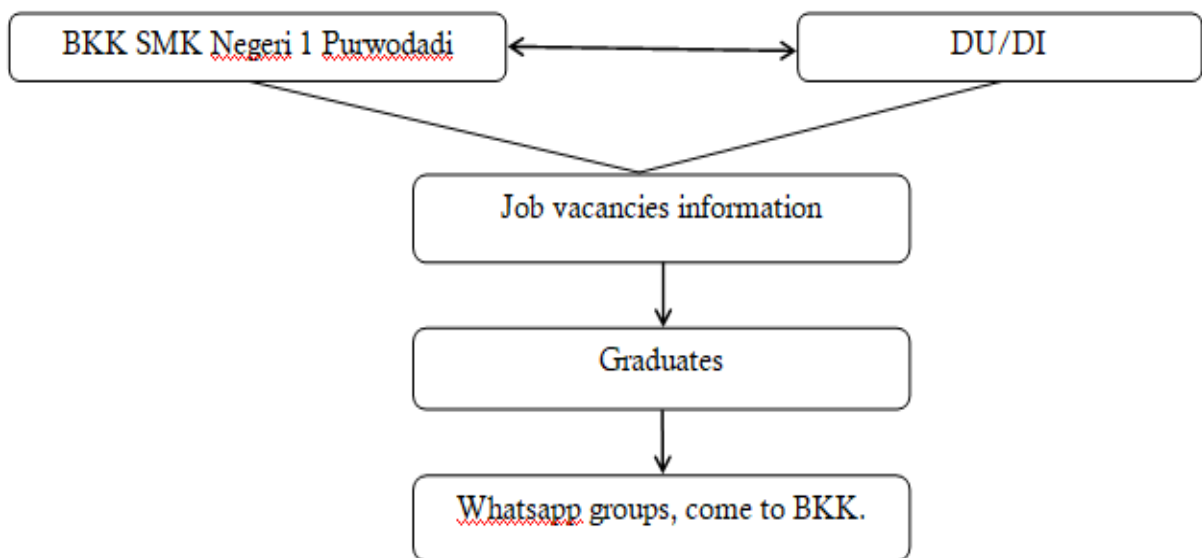


Image 3. The flow of Role 2 BKK

The role of BKK at SMK Negeri 1 Purwodadi regarding providing guidance to graduate job seekers to find out their talents, interests, and abilities according to the needs of labor users or to try independently is not specifically called providing guidance. BKK SMK Negeri 1 Purwodadi provides more information on job vacancies. BKK SMK Negeri 1 Purwodadi in providing career guidance cannot specifically be called guidance but has other forms of guidance. The guidance that is carried out by BKK is with face-to-face guidance to graduates, guidance for character building comes from schools, guidance from teachers in the form of motivation. If some students or graduates need more in-depth information and in the form of guidance, it can be done privately via WA or face to face with the BKK.

Providing guidance to graduates by BKK is intended to assist students and graduates in determining careers according to their interests and abilities so that graduates can prepare themselves for these career choices. Career guidance according to Gani (1996: 11) states that "Career guidance is a process of assistance, service, and approach to individuals, (students/adolescents) so that the individual concerned can know himself, understand himself, and know the world of work, plan his future, with the form of life he expects, to determine his choice, and to make a decision that this decision is the most appropriate; following the circumstances of himself related

to the requirements and demands of the job/career he chooses. "

BKK SMK Negeri 1 Purwodadi in providing career guidance cannot specifically be called guidance but has other forms of guidance. BKK cannot be called providing guidance because the task of providing career guidance is more done by Counseling Guidance. The guidance that is carried out by BKK is with face-to-face guidance to graduates, guidance for character building comes from schools, guidance from teachers in the form of motivation. In line with Hardini in Putra et al. (2018: 137) states that career guidance from BKK can be in the form of character-building programs and guest teacher activities. So other forms of guidance provided by BKK have been good in providing direction, guidance to graduates regarding work interests, entrepreneurship, or continuing to college.

The guidance provided by BKK is used by graduates who are not yet 18 years old to ask questions about how to get a job. It is known that companies cannot employ graduates who are less than 18 years old. Companies can get sanctions if they employ workers under 18 years of age. Advice to graduates who are less than 18 years of age to work in the retail, home industry. Companies that already have ISO cannot employ workers under 18 years of age. Graduates can wait beforehand to be able to work in ISO companies or work as advised by BKK.

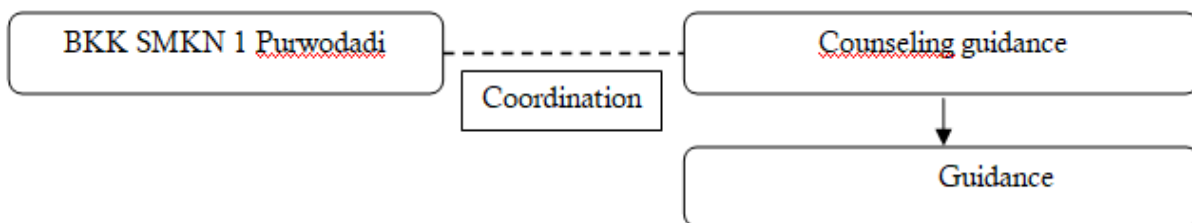


Image 4. The flow of Role 3 BKK  
Source: Secondary data processed, 2020

### **Offers to users of labor regarding the supply of labor**

The BKK offer at SMK Negeri 1 Purwodadi is made to get DU / DI that has job vacancy information. If the BKK and DU / DI agree, then there will be cooperation. The world of work that collaborates with BKK SMK Negeri 1 Purwodadi is around more than 50. BKK SMK Negeri 1 Purwodadi has long been established so that there have also been many working relationships. So it is hoped that with the many DU / DI partners, it can absorb graduates in the world of work. DU / DI fields that work together with BKK SMK Negeri 1 Purwodadi are diverse, such as, garment, retail.

DU / DI that has collaborated with BKK SMK Negeri 1 Purwodadi can conduct socialization and recruitment in high schools with the permission of the Principal. The implementation so as not to disturb learning hours is limited to only 10 companies in 1 semester. The DU / DI that was received by the socialization were those that already had a good track record for the school. This can be in the form of having worked together for a long time and providing job vacancies that can absorb graduates in the world of work. Socialization is conducted in semester 2 of grade 12 around December, January, February.

DU / DI's socialization and recruitment in schools according to graduates helps to understand the profile of a company and the jobs it offers. So that graduates can consider interest in a company based on the information obtained. The existence of a limiting factor of 10 DU / DI which conducts outreach in schools means that not all majors in SMK are in line with the information on job vacancies offered by DU / DI which conduct socialization. So that sometimes departments that are not in line with DU / DI who are currently socializing feel uninterested in the socialization being held. BKK is also a very helpful party for the continuity of socialization and recruitment because it can be consulted about the interests of graduates in a company.

BKK SMK Negeri 1 Purwodadi in col-

laborating with DU / DI is done by lobbying. Lobbying is carried out by conducting cooperation negotiations. Usually, BKK SMK Negeri 1 Purwodadi will make a direct visit to DU / DI which will be invited to cooperate and if mutually agree will come to the making of the MOU. Another way is usually the DU / DI who will go to BKK at school. Communication between BKK and DU / DI during the pandemic was mostly done online via WhatsApp or telephone.

BKK SMK Negeri 1 Purwodadi has collaborated with approximately 50 DU / DI. BKK and DU / DI partners make an MOU or memorandum of understanding to work together. How to maintain cooperation between BKK and DU / DI with good communication. DU / DI that conduct socialization is limited to 10 DU / DI according to the BKK activity program so as not to interfere with learning hours. The absorption of graduates from 2018 and 2019 is good and many of the graduates of SMK Negeri 1 Purwodadi have continued to higher education. The absorption in 2020 as of 23 October 2020 is quite good with incoming search data of 45.61% of the total.

Obstacles regarding the role of BKK regarding supply to labor users regarding labor supply include, among others, the number of DU / DI that have collaborated with BKK at SMK Negeri 1 Purwodadi has not been able to make all graduates interested in work. The effort made by BKK SMK Negeri 1 Purwodadi for graduates who are not absorbed by job vacancies is to provide understanding to SMK graduates in addition to working as well as being able to be entrepreneurial because they already have skills competencies. The skills that graduates have can be applied to everyday life by opening entrepreneurs. Meanwhile, if you want to develop the skills of graduates, you can continue their studies in higher education.

The offer to DU / DI is about graduates from SMK Negeri 1 Purwodadi with the capacity to work. This offer was made in collaboration with BKK SMK Negeri 1 Purwodadi with DU / DI. Wahjono (2015: 40) explains

that “recruitment is an effort to attract and meet the needs of the company’s workforce”. After recruitment, graduates will go through the selection stage. This selection is to determine suitable workers to work on the employer side (DU / DI). According to Hasibuan (2013: 47) states that “selection is an activity of selecting and determining which applicants are accepted or rejected to become company employees”. In this case, BKK SMK Negeri 1 Purwodadi has offered to DU / DI who want to conduct socialization and recruitment to schools. Evidenced by the maximum limitation of 10 DU / DI executing.

**Verification as a follow-up to the delivery and placement that has been carried out**

Verification is carried out as a follow-up to the deliveries and placements that have been made. Verification to find out how many graduates who work in a DU / DI have offered job vacancies at BKK SMK Negeri 1 Purwodadi. BKK SMK Negeri 1 Purwodadi did not mention verifying the sending of graduates and placement of job graduates. But rather it refers to mentoring and delivering graduate work to DU / DI. The assistance and delivery of work are carried out so that graduates are recognized by DU / DI and are allowed to enter DU / DI. There are DU / DI parties

that prohibit the entry of labor from graduates without assistance. So that to recognize that the graduate comes from BKK SMK Negeri 1 Purwodadi, work assistance, and delivery is carried out. As explained by Islamia (2018: 4), monitoring in the form of coordination between BKK and DU / DI related to sending graduates is useful for knowing the condition of graduates so that they are guaranteed. So if there is a problem with a graduate, all parties can step in to solve it.

BKK SMK Negeri 1 Purwodadi has carried out the verification. Verification of graduates who are accepted to work at partner DU / DI by receiving reports from partner DU / DI. DU / DI partners will provide graduate reports who are accepted in the available job vacancies. Then from the report, BKK SMK Negeri 1 Purwodadi conveyed to graduates about announcements of job acceptance. BKK also verifies graduates who are accepted for work. Another verification is in the form of assistance and work delivery, especially for those who work outside the city. BKK needs to report to the local Education Office and Manpower Office for graduates who are hired outside the city. With the administration of graduates who work outside the city, if there is a problem in the middle of the road it can be handled by all related parties.

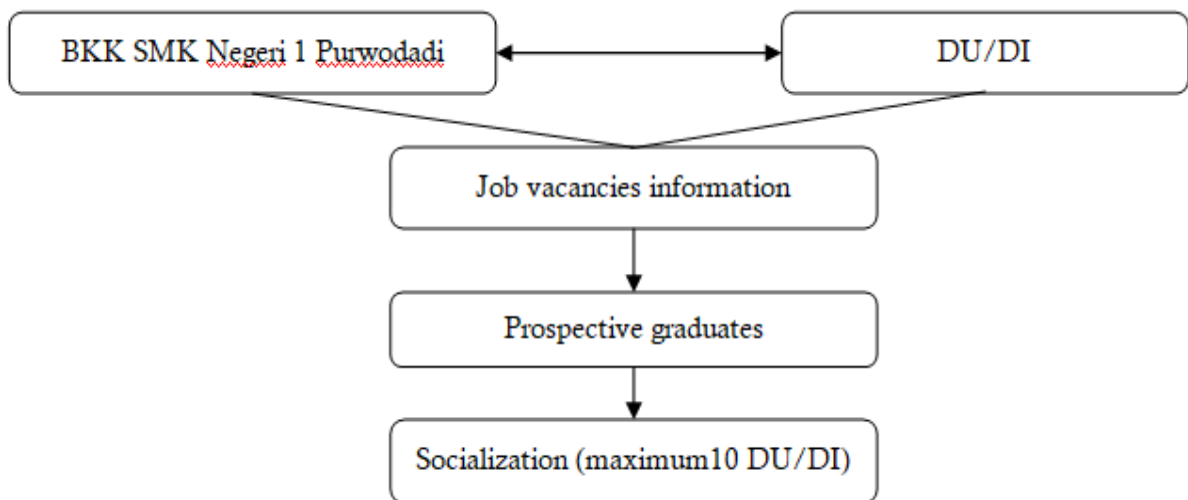


Image 5. The flow of Role 4 BKK  
Source: Secondary data processed, 2020

The obstacle that occurred in verifying graduates was that DU / DI blacklisted the BKK SMK Negeri 1 Purwodadi because graduates who were accepted for work did not work at the DU / DI. So the effort made by BKK SMK Negeri 1 Purwodadi is to verify it to graduates by providing assistance and delivering graduate work to DU / DI.

**Implementation of job fair activities and similar activities**

The job fair is an exhibition about job vacancies in the world of work. An exhibition is a meeting place between job providers (DU / DI) and job seekers (graduates). BKK SMK Negeri 1 Purwodadi has never held job fairs independently. BKK SMK Negeri 1 Purwodadi participated in a job fair held by the local Manpower Office as the party invited to cooperate. The job fair held by the Manpower Office is intended for graduates, students, and the general public. According to Permenaker RI Number 39 of 2016, a job fair is an activity to bring together many job seekers with

several employers at a certain time and place for placement. Article 1 paragraph 2 reads: "Employment Placement Service is an activity to bring together workers with employers so that workers can get jobs that are in accordance with their talents, interests, and abilities, and employers can get workers according to their needs". Graduates' responses regarding job fairs that are held help graduates to know the various DU / DI available. Attending job fairs can also be a place to apply for a job. However, some students are not interested in taking part in job fairs because they still don't know what their interest is after graduation.

SMK Negeri 1 Purwodadi does not budget activities for job fairs. These activities are deemed to require substantial funds. So it is enough for BKK SMK Negeri 1 Purwodadi to take part in the job fair held by the Manpower Office for the same purpose. Image 7 is the flow of the role of BKK at SMK Negeri 1 Purwodadi regarding the implementation of job fair activities.

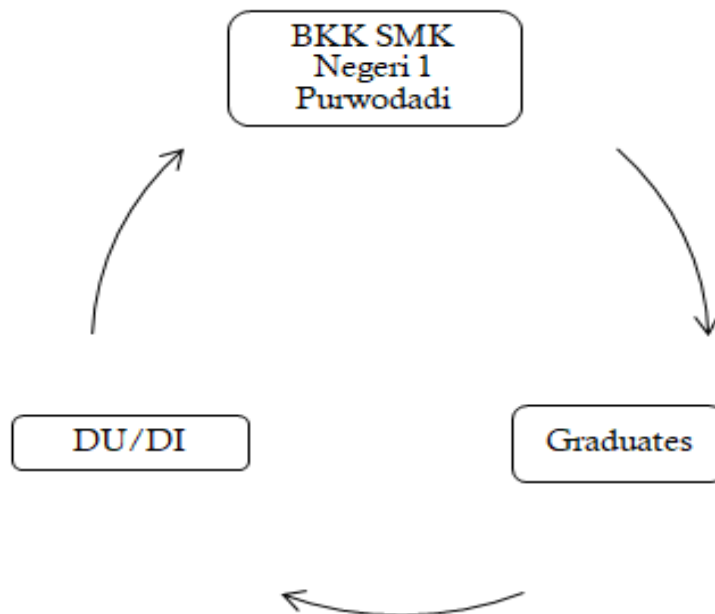


Image 6. The flow of Role 5 BKK  
 Source: Secondary data processed, 2020

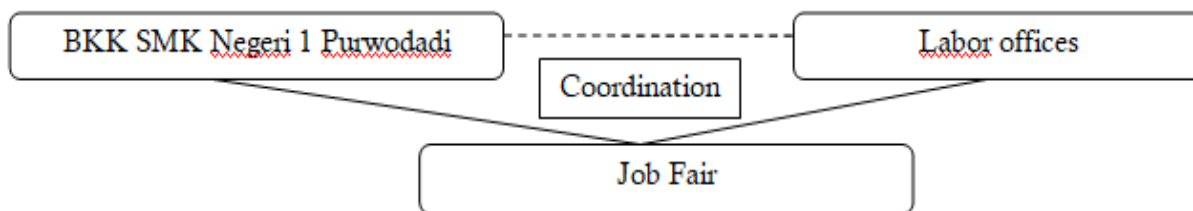


Image 7. The flow of Role 6 BKK  
Source: Secondary data processed, 2020

## CONCLUSION

Based on the analysis of the results of observations, interviews, and documentation regarding the role of the BKK in assisting the absorption of graduates employment at SMK Negeri 1 Purwodadi, the results of this study are that the role of the BKK of SMK Negeri 1 Purwodadi is in accordance with Binapenta Regulation No. Kep-1907 / PPTK-PKK / X / 2018 includes: (1) Registration and data collection of job seekers who have completed their education or training; (2) data collection of job opportunities; (3) Providing guidance to graduate job seekers to determine their talents, interests and abilities according to the needs of users of labor or to work independently; (4) Offers to users of labor regarding the supply of labor; (5) Verification as a follow-up to the delivery and placement that has been carried out; (6) BKK SMK Negeri 1 Purwodadi has carried out job fair and similar activities in cooperation and coordination with related parties. However, there is still a need for improvement, given that there are still obstacles faced by BKK SMK Negeri 1 Purwodadi in its role.

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