

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province



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ABSTRACT: The imbalance between the growth of the labour force and the availability of jobs will lead to high unemployment. The purpose of this study was to analyse the effectiveness of the implementation of competency-based training programmes on the duration of obtaining employment at UPTD BLK Bali Province, analysing the simultaneous and partial effects of training, work experience, networking, education, age, and marital status on the duration of obtaining employment. This research uses a quantitative approach in the form of an associative. The data used in this study are primary data with saturated sampling techniques obtained from participants who received the first stage of competency-based training at UPTD BLK Bali Province, namely 96 trainees. The analysis technique used is multiple linear regression analysis. The results of the study found that the level of effectiveness of training at UPTD BLK Bali Province, as seen from the input, process, and output variables, was classified as very effective. Simultaneously, training, work experience, networking, education, age, and marital status have a significant effect on the length of time it takes to get a job. Partially, training, work experience, networking, and education have a significant negative effect, while age has no significant effect on the length of time to get a job, and respondents who are married get a job faster than those who are not married. Based on the results of the study, to shorten the length of time spent looking for work, it is recommended to take part in training, follow career development, and expand networking in the field of interest.

KEYWORDS: Training; Working experience; Networking;

I. INTRODUCTION

In Indonesia, employment is still a problem in economic development. The high unemployment rate will cause various problems in long-term economic development, including social unrest, increasing poverty, and wasting resources (Ministry of Manpower and Transmigration, 2004). The main objective of development is to create public welfare, and public welfare can be seen from the increase in economic growth and the equitable distribution of income (Arsyad, 2010: 11). Many theories and empirical frameworks have proven that labour is not only seen as one part of the unit for the creation of output (production), but how the quality of labour interacts with other factors of production in creating added value (Wahyuningsih, 2009). One of the indicators used in assessing the success of a country's economic development can be seen from the availability of employment opportunities created from economic development activities (Permata, 2014).

The industrial sector has three main reasons for being a key sector for economic development and growth. Firstly, industry can act as a pull or push towards the development and growth of output in other sectors of the economy. Secondly, industry is the only sector of the economy that can generate the most value-added and therefore the largest contributor to growth. Third, industry is the most important sector for the development of technology that can then be spread through spillover effects to other sectors (Tambunan, 2006). Conceptually, the level of labour absorption in an economic sector depends on several factors including output, working capital, wage level and the number of industries used by the sector (Yanuwardani and Woyanti, 2009). According to Law No. 13/2003 on Manpower, labour is every person who is able to do work to produce goods and or services either to meet their own needs or those of the community. The labour condition in Bali Province itself can be seen in Table 1.

Table 1. Working-Age Population and Labour Force, February 2021–February 2023 in Bali Province

Labour situation status	February 2021	February 2022	February 2023	Changes 2021 - Feb 2022	Changes Feb 2022	Changes 2022 - Feb 2023	Changes Feb 2023
	ribu orang	ribu orang	ribu orang	ribu orang	persen	ribu orang	persen
Working-age population	3.481,60	3.477,74	3.532,46	-3,86	-0,11	54,72	1,57

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

Labour Force	2.566,43	2.682,84	2.726,63	116,41	4,54	43,79	1,63
- Working	2.427,29	2.553,06	2.624,81	125,77	5,18	71,75	2,81
-Unemployment	139,14	129,78	101,82	-9,36	-6,73	-27,96	-21,54
	Percent	Percent	Percent	Percent Point		Percent Point	
Labour Force	73,71	77,14	77,19	3,43		0,05	
Participation Rate							
- Men	78,95	83,92	82,97	4,96		-0,95	
- Women	68,45	70,37	71,41	1,92		1,04	

Source: Central Bureau of Statistics of Bali Province, 2023\

Based on Table 1, it can be seen that the working-age population in February 2023 was 3.53 million people, an increase of 54.72 thousand people compared to February 2022. Most of the working-age population is in the labour force, as many as 2.73 million people (77.19%), while the remaining 0.81 million people are not in the labour force. The composition of the labour force in February 2023 consisted of 2.62 million employed people and 101.82 thousand unemployed people. When compared to February 2022, there was an increase in the labour force by 43.79 thousand people (1.63%). The working population increased by 71.75 thousand people (2.81%), and unemployment decreased by 27.96 thousand people (21.54%). It can be seen in Table 2, according to BPS data showing the number of open jobs in Bali Province in 2018–2022.

Table 2. Open Unemployment Rate by Regency/City in Bali Province, 2018-2021 (per cent)

Regency/City	2018	2019	2020	2021	2022
Jembrana	1,41	1,44	4,52	4,11	3,94
Tabanan	1,45	1,29	4,21	3,94	3,83
Badung	0,46	0,40	6,92	6,93	6,87
Gianyar	1,61	1,46	7,53	6,90	6,78
Klungkung	1,47	1,57	5,42	6,90	1,96
Bangli	0,81	0,75	1,86	1,80	0,76
Karang Asem	1,03	0,62	2,42	2,32	3,09
Buleleng	1,88	3,12	5,19	5,38	5,20
Denpasar City	1,87	2,29	7,62	7,02	5,08
Bali	1,40	1,57	5,63	5,37	4,80

Source: Central Bureau of Statistics of Bali Province, 2023

Based on Table 2, it can be seen that the percentage of unemployment in the total labour force is high. A high TPT indicates that there are many labour forces that are not absorbed in the labour market. For example, a TPT of 3.94 percent in Kabupaten Jembrana in 2022 means that out of 100 people aged 15 and above who are available to produce goods and services (the labour force), 4 people (rounded) are unemployed. The way to calculate the open unemployment rate is by multiplying the number of unemployed people by 100 percent, divided by the total labour force. The TPT percentage indicates the percentage of the labour force that is unemployed. The TPT percentage indicates the percentage of the labour force that is unemployed. Table 1 shows that the highest unemployment rate in Bali Province occurred in 2020 at 5.63 percent. Meanwhile, the lowest unemployment rate in Bali Province was in 2018 at 1.40 percent. The fluctuation in unemployment is due to the number of jobs available more than the number of job seekers, as well as the economic conditions that occur, namely COVID 19, which occurs between 2019 and 2021. In addition, unemployment is also caused by the lack of effective labour market information for job seekers (Sukirno, 2004: 328). According to Kurniawan (2014:5) and Maqbool et al. (2013:196), the higher the investment level, the lower the unemployment rate. According to Matz (2003) in Wicaksono (2010), an increase in investment in an industry will also increase labour absorption. According to Karib (2012), the number of business units is closely related to labour absorption in the industrial sector, as seen from the increasing number of businesses. It can be seen in Table 3: Growth Rate of GRDP of Denpasar City by Business Field, 2017–2021.

Table 3. Growth Rate of GRDP of Bali Province by Business Field, 2017-2021

Business Field	2017	2018	2019	2020*	2021**
Agriculture, Forestry and Fisheries	2,73	4,73	3,46	-0,98	0,26
Mining and Quarrying	-1,44	-2,65	-1,23	-4,28	0,07

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

Processing Industry	0,80	5,69	6,79	-6,44	0,09
Electricity and Gas Procurement	5,48	1,94	4,52	-16,49	-
Water Supply, Waste Management, Waste and Recycling	2,72	2,03	6,17	-0,51	3,96
Construction	7,87	9,76	6,87	-2,42	-0,45
Wholesale and Retail Trade; Repair of Cars and Motorcycles	7,84	7,52	7,35	-7,05	-1,25
Transportation and Warehousing	5,00	6,13	4,63	-32,06	-17,50
Provision of Accommodation and Drinking Meals	9,03	6,70	5,30	-27,50	-10,20
Information and Communication	8,10	7,74	7,06	6,16	2,74
Financial and Insurance Services	2,43	1,93	8,78	-4,48	-3,30
Real Estate	4,34	4,07	5,87	0,48	0,49
Company Services	6,91	7,79	4,61	-4,08	-3,20
Government Administration, Defense and Compulsory Social Security	-1,60	4,19	4,50	-0,73	0,74
Education Services	7,00	7,38	4,86	-0,83	0,68
Health and Social Services	8,44	8,59	5,97	2,84	5,73
Other services	7,85	8,37	7,61	-6,45	-2,00
Gross Regional Domestic Product	6,56	6,31	5,60	-9,33	-2,47

Source: Central Bureau of Statistics of Bali Province, 2023

Economic growth in Bali Province based on BPS Bali Province Data for the last five years, as seen from Table 3, shows that the highest growth of Bali's economy was achieved in 2018, when it was recorded at 6.31 percent. Increased compared to 2016, which grew by 5.56 percent. In 2019, the Bali economy experienced a slowdown, as it was only recorded to grow by 5.60 percent. Then in 2020, the impact of the COVID-19 pandemic finally brought the Bali economy to experience negative growth or plunge as deep as 9.33 percent. The contraction continued in 2021, but not as deeply as that recorded in the previous year, which only contracted as deeply as 2.47 percent. In an effort to achieve sustainable economic development, the education sector plays a very strategic role that can support other economic processes and activities. In addition to the formal education sector, nonformal education also supports economic processes and activities such as training. Training has the meaning of teaching and learning processes using certain techniques and methods. Conceptually, it can be said that training is intended to improve the skills and work abilities of a person or group of people (Siagian, 2008: 175). Training is a short-term educational process using systematic and organised procedures where non-managerial employees learn technical knowledge and skills for limited purposes (Mangkunegara, 2008: 50). Based on the background that has been conveyed about the role of training in reducing unemployment, the improvement of skills becomes very important, which has been done by the Bali Province Vocational Training Centre. The vocational training centre, abbreviated BLK, is one of the Ministry of Manpower's concrete steps to improve the competence of Indonesian Human Resources (HR). The establishment of this BLK is an effort to spread vocational training institutions so that they can be accessed by the community in each province. One of the vocational training centres in Bali Province is UPTD BLK, which was established in 1982. This training institution is important to improve the skills of job seekers so that it can reduce the length of unemployment. The objectives of this study are: 1) to analyse the effectiveness of the implementation of competency-based training programmes at UPTD BLK Bali Province; 2) to analyse the simultaneous influence of training, work experience, networking, education, age, and marital status on the length of time to obtain employment; and 3) to analyse the partial influence of training, work experience, networking, education, age, and marital status on the length of time to obtain employment.

II. RESEARCH METHODS

This research uses a quantitative approach in the form of associative analysis, which aims to determine the relationship between two or more variables. This research was conducted to determine the effectiveness of competency-based training at UPTD BLK Bali Province and the effect of training, work experience, networking, education, age, and marital status on the length of time to get a job. The location of this research is UPTD BLK Industry and Tourism in Bali Province. The reason for taking the UPTD BLK Industry and Tourism of Bali Province as the location of this research is because so far, the evaluation related to the effectiveness of various training programmes carried out has not been carried out adequately, so this research is necessary to evaluate the effectiveness of various training programmes in shortening the process of obtaining employment. The dependent

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

variable is the variable that changes depending on the value of other variables. Duration of employment is the focus of this study as the dependent variable. The independent variables in this study are training, work experience, networking, education, age, and marital status. The dependent variable in this study is the length of time to obtain employment (months), namely the absorption of workers who are looking for work after receiving competency-based training. The dependent variable in this study is the length of time to obtain employment, measured after completion of training in units of months. Training is intended to improve the mastery of certain skills and techniques of work implementation in a relatively short time. To measure the training programme, the indicator used is the result of the effectiveness calculation. Work experience is the understanding and mastery of tasks and work obtained from work that has been done during the period before attending this training. This work experience variable is measured in units of months. Networking is the availability of various information in an effort to get a job. This networking variable is measured by perception, namely with an ordinal measurement scale and data collection with the help of a Likert scale. Education is the development of personality in formal institutions or in schools based on successful years, and the unit of education level is years. Age is the last birthday of the training recipient when filling out the questionnaire; they have attended training and are looking for work measured in years. Marital status is measured with dummies, i.e., 1 = married status and 0 = unmarried, widows, and widowers.

This study utilised both quantitative and qualitative information. The number of recipients of competency-based training at UPTD BLK Bali Province, as well as other quantitative data used to support this study, are examples of the type of data that is received in the form of numbers (expressed in numerical form) that can also be quantified. Quantitative data is data that is not in the form of numbers but rather as a picture, information, and description of this research. Qualitative data is data or information that provides explanations of all research variables. The population in this study were the recipients of the first stage of competency-based training in 2023. As many as 96 people participated in the first stage of training at UPTD BLK Bali Province in 2023. The data analysis techniques used in this research are effectiveness analysis and multiple linear regression analysis techniques. This technique aims to determine or obtain an overview of the effectiveness of competency-based training programmes on the length of time to get a job at Uptd BLK Bali Province.

III. RESULTS AND DISCUSSION

Classical Assumption Test Results

The classic assumption test aims to determine and test the feasibility of the regression model used in this study. The results of the classical assumption test carried out in this study are normality test, multicollinearity test and heteroscedasticity test.

Table 4. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		96
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,36742707
Most Extreme Differences	Absolute	,080
	Positive	,080
	Negative	-,065
Test Statistic		,080
Asymp. Sig. (2-tailed)		,146 ^c

Source: Primary Data Processed, 2023

Based on the normality test using the One-Sample Kolmogorov Smirnov Test, the Asymp. Sig (2-tailed) is 0.146 which has a value of > 0.05 which means the data is normally distributed and it can be concluded that the model has passed the normality test.

Table 5. Multicollinearity Test Results

Coefficients ^a		
Model	Collinearity Tolerance	Statistics VIF
(Constant)		
Training (X1)	,394	2,540
Work Experience (X2)	,637	1,571
Networking (X3)	,565	1,771
Education (X4)	,486	2,058

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

Age (X5)	,556	1,799
Marital status (X6)	,840	1,190

Source: Data Processed, 2023

Based on Table 5, it is shown that all independent variables have a tolerance value > 0.10, as well as the results of the calculation of the VIF value. All variables have a VIF value < 10. So that the regression model made does not have symptoms of multicollinearity.

Table 6. Heteroscedasticity Test Results

Model	Unstandardized		Standardized		Sig.
	Coefficients		Coefficients		
	B	Std. Error	Beta	t	
(Constant)	,295	,416		,710	,480
Training (X1)	,006	,010	,100	,617	,539
Work experience (X2)	-,021	,061	-,044	-,340	,735
Networking (X3)	,009	,042	,029	,216	,829
Education (X4)	-,032	,018	-,260	-1,773	,080
Age (X5)	,003	,010	,046	,336	,737
Marital Status (X6)	,082	,060	,151	1,353	,179

Source: Data Processed, 2023

Based on Table 6, the sig. value of each independent variable is above 0.05. This shows that all independent variables, namely the use of training, work experience, networking, education, age and marital status are free from heteroscedasticity problems. It can be concluded that all variables have passed the classical assumption test results carried out in this study which include normality test, multicollinearity test and heteroscedasticity test so that they are free from the classical assumption test requirements.

Effectiveness of Competency-Based Training Program Implementation at UPTD BLK Bali Province.

The first objective in this study is to analyze the effectiveness of the implementation of competency-based training programs at UPTD BLK Bali Province. Based on the results of this study, the level of effectiveness carried out at UPTD BLK Bali Province is seen from the input, process, and output variables. The effectiveness ratio uses a simple statistical method with a formula that is realization divided by the target multiplied by 100 percent. To classify inputs, processes and outputs, the criteria from Prapta will be used in research by Putra, G. S. P., & Mustika, M. D. S, (2014) the criteria are shown in Table 7 as follows:

Table 7. Effectiveness Criteria

Criteria	Description
Less than 40%	Very Ineffective
40%-59,99%	Ineffective
60%-79,99%	Effective
More than 79.99%	Highly Effective

Source: Prapta, 2007:28

In the following table 8, the results of the respondents' answers can be seen, which are the respondents' assessments of the stated variables. The measurement scale used in effectiveness research is ordinal and collecting data is assisted using a Likert measurement scale which is divided into 5 measurement scales. STS (strongly disagree) answers have a value of 1 point, TS (disagree) answers have a value of 2 points, CS (moderately agree) answers have a value of 3 points, S (agree) answers have a value of 4 points and ST (strongly agree) answers have a value of 5 points.

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

Table 8. Effectiveness Results

No.	Statement	STS	TS	CS	S	SS	Total points	Everage
		Person %	Person %	Person %	Person %	Person %		
Respondents' perceptions of <i>Input</i> Variables								
1	Trainees follow the socialization of the training program	0 (0%)	2 (2,1%)	8 (8,4%)	56 (58,3%)	30 (31,2%)	402 (85,75%)	85,95%
2	The training program is right on target implemented at UPT Balai Latihan Kerja.	0 (0%)	0 (0%)	4 (4,2%)	63 (65,6%)	29 (30,2%)	409 (85,2%)	
3	Trainees clearly understand the objectives of the competency-based training program at UPTD BLK Bali Province.	0 (0%)	0 (0%)	5 (5,2%)	57 (59,4%)	34 (35,4%)	413 (86,04%)	
4	Trainees are appropriate as recipients of training at UPTD BLK Bali Province	0 (0%)	0 (0%)	2 (2,1%)	54 (56,3%)	40 (41,6%)	422 (87,91%)	
5	Trainees can accept the entire training process they undergo at UPTD BLK Bali Province.	0 (0%)	0 (0%)	6 (6,3%)	51 (53,1%)	39 (40,6%)	417 (86,87%)	
Respondents' perceptions of the <i>Process</i> Variable								
1	Officers properly handle complaints raised by participants in the training process	0 (0%)	0 (0%)	2 (2,1%)	63 (65,6%)	31 (32,3%)	413 (86,04%)	86,66%
2	Officers have a quick, precise and friendly response in dealing with various complaints submitted by training program participants	0 (0%)	0 (0%)	5 (5,2%)	62 (64,6%)	29 (30,2%)	408 (85%)	
3	Implementation of training in accordance with the objectives of the training program	0 (0%)	0 (0%)	2 (2,1%)	53 (55,2%)	41 (42,7%)	423 (88,12%)	
4	Monitoring is carried out periodically according to the training stages by the training officer.	0 (0%)	0 (0%)	5 (5,2%)	50 (52,1%)	41 (42,7%)	420 (87,5%)	
Respondents' perception of the <i>Output</i> Variable								
1	Training provides new skills for participants (<i>Skilling</i>)	0 (0%)	0 (0%)	0 (0%)	49 (51,04%)	47 (48,96%)	431 (89,79%)	89,37%
2	Training provides skill upgrades or <i>updates</i> to current skills (<i>Reskilling</i>)	0 (0%)	0 (0%)	2 (2,08%)	47 (48,96%)	47 (48,96%)	429 (89,37%)	
3	Training to improve existing skills (<i>Upskilling</i>)	0 (0%)	0 (0%)	3 (3,12%)	47 (48,96%)	46 (47,92%)	427 (88,95%)	

Source: Data Processed, 2023

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

Based on Table 8, it can be seen that the *input* variable has an effectiveness level of 85.95 percent (very effective), the process variable has an effectiveness level of 86.66 percent (very effective) and the *output* variable has an effectiveness level of 89.37 (very effective). The effectiveness criteria used in this study can be seen in Table 7.

Simultaneous Effect of Training, Work Experience, Networking, Education, Age, and Marital Status on Length of Employment.

The second objective in this study is to analyze the simultaneous effect of training, work experience, networking, education, age, and marital status on the length of time to get a job, to answer the simultaneous effect, the f test is used which has the results as in Table 9.

Table 9. Simultaneous Effect Test Results (F Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	46,508	6	7,751	53.790	,000 ^b
Residuals	12,825	89	,144		
Total	59,333	95			

a. Dependent Variable: Y

b. Predictors: (Constant), X6, X1, X5, X2, X3, X4

Source: Data Processed, 2023

From Table 9, it can be seen that the significance value for the perception of training (X1), work experience (X2), networking (X3), education (X4), age (X5), marital status (X6) on the length of time to get a job (Y) is $0.000 < 0.05$ and $F \text{ count } 53.790 > F \text{ table value } 2.20$. This proves that training, work experience, networking, education, age and marital status simultaneously affect the length of time to get a job and the model used in this study can be said to be feasible.

Coefficient of Determination (R^2)

The coefficient of determination is used to measure how far the model's ability to explain variations in the dependent variable. The coefficient of determination is in the range of zero to one. An R^2 value that is close to one means that the independent variable provides almost all the information needed by the dependent variable (Ghozali, 2016: 95). From the test results in Table 10, it shows that the Adjusted R^2 is 0.784, this means that 78.40% of the variable length of time getting a job can be explained by the six variables of training perception, work experience, networking, education, age and marital status. While the remaining 21.60% is influenced or predicted by other variables that are not in the research model.

Table 10. Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	,885 ^a	,784	,769	,380

a. Predictors: (Constant), (Marital Status) X6, (Training) X1, (Age) X5, (Work Experience) X2, (Networking) X3, (Education) X4

b. Dependent Variable: (Length of time in employment) Y

Source: Data processed, 2023

Partial Effect of Training, Work Experience, Networking, Education, Age and Marital Status on Length of Employment.

The third objective in this study is to analyze the partial effect of training, work experience, networking, education, age and marital status on the length of time to get a job, to answer the partial effect the t test is used which has the results as in Table 11.

Table 11. Partial Effect Results (t Test)

Model	Unstandardized Coefficients		Standardized Coefficients	Coefficients	
	B	Std. Error	Beta	t	Sig.
(Constant)	8,662	,662		13,077	,000
Training (X1)	-,112	,016	-,555	-7,060	,000

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

Work experience (X2)	-,314	,097	-,199	-3,229	,002
Networking (X3)	-,150	,067	-,146	-2,233	,028
Education (X4)	-,081	,029	-,197	-2,781	,007
Age (X5)	,016	,016	,066	,994	,323
Marital Status (X6)	-,239	,096	-,133	-2,480	,015

a. Dependent Variable: Length of time in employment (Y)

Source: Data processed, 2023

Based on Table 11, the partial regression test (t test) shows that from the calculation results in Table 11, the t value for the training variable is -7.060 with a resulting significance level of 0.000. Because the calculated t value (-7.060) < 1.662 and the resulting significance value of 0.000 is smaller than 0.05, H₀ is rejected and H₁ in this study is accepted, which means that the training variable partially has a negative and significant effect on the length of time to get a job. The coefficient value of -0.112 means that someone who participates in training will have an impact on a significant decrease in the length of time looking for work of 0.112 months. In line with research from Meldona and Siswanto (2012) who argue that training will provide benefits to improve the ability of job seekers and will shorten a person's time in looking for work. Research from Khan & Yousaf (2013: 8) which states, by attending training and or skill improvement programs, workers will suffer lower unemployment duration than those who do not attend training.

From the calculation results, the t value for the work experience variable is -3.229 with a resulting significance level of 0.002. Because the calculated t value (-3.229) < 1.662 and the resulting significance value of 0.002 is smaller than 0.05, H₀ is rejected and H₁ is accepted, which means that the work experience variable partially has a negative and significant effect on the length of time to get a job. The coefficient value of -0.314 means that someone who has experience will have an impact on decreasing the length of time looking for work significantly by 0.314 months. In line with the above, research from Hardiani and Mustika (2022) which argues that the work experience variable has a significant effect on the length of job search for educated workers in obtaining employment.

From the calculation results, the t value for the Networking variable is -2.233 with a resulting significance level of 0.028. Because the calculated t value (-2.233) < 1.662 and the resulting significance value of 0.028 is smaller than 0.05, H₀ is rejected and H₁ is accepted, which means that the networking variable partially has a negative and significant effect on the length of time to get a job. This means that someone who has networking will have an impact on decreasing the length of time looking for work or getting a job faster. One of the most obvious benefits of networking is expanding job opportunities (Alfari, 2023). Through social networks, one can connect with people who have information about job opportunities that are not openly published. In many cases, many job openings are filled through referrals from social networks rather than through advertisements or formal selection processes. Networking provides opportunities for continuous learning (Azeharie, 2022).

From the calculation results, the t value for the Education variable is -2.781 with a resulting significance level of 0.007. Because the calculated t value (-2.781) < 1.662 and the resulting significance value of 0.007 is smaller than 0.05, H₀ is rejected and H₁ is accepted, which means that the Education variable partially has a negative and significant effect on the length of time to get a job. The coefficient value of -0.081 means that an increase of one year of success will have an impact on a significant decrease in the length of time looking for work of 0.081 months. These results are in line with research conducted by Khan & Yousaf (2013) which states that education level has a significant negative effect on the length of time looking for work in Banyumas Regency. This research is also in line with research conducted by Hartoko (2019) which states that the level of education and work experience has a negative and significant effect on the length of time looking for work in Indonesia.

From the calculation results, the t value for the Age variable is .994 with a resulting significance level of 0.323. Because the calculated t value (.994) < 1.662 and the resulting significance value of 0.323 is greater than 0.05, H₀ is rejected and H₁ is accepted, which means that the Age variable partially has a positive and insignificant effect on the length of time to get a job. The coefficient value of 0.016 means that the increasing age of a person will have an impact on increasing the length of time to look for work significantly 0.016 months. This is in line with the opinion of Bellante (1990) who says that the age factor has a significant influence on the length of time a person is unemployed when looking for work because young labor has higher productivity. The results of research by Arrozi and Sutrisna (2018) show that the age variable has a positive and significant effect on the length of time looking for work. These results provide empirical evidence that the older the age, the more difficult it will be to find work. The results of research by Bairagya (2015) where the population is young under the age of 30 years, every additional age, the time required to be unemployed is shorter, which means that the time required to find work is much faster. Whereas the population aged over 30 years will have a longer unemployment time, which means that the time to find work is longer than that of the young population.

From the calculation results, the t value for the Marital Status variable is -2.480 with a resulting significance level of 0.015. Because the calculated t value (-2.480) < 1.662 and the resulting significance value of 0.015 is smaller than 0.05, H₀ is rejected and H₁ is

The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

accepted, which means that respondents with married status have a shorter length of time to get a job than those with unmarried status. This is in line with the research of Khan & Yousaf (2013: 15) which states that married people experience lower unemployment duration than single people because married people have family responsibilities and accept work even at low wages. The results of research from Purnomo et al (2022) state that the marital status variable has a significant negative effect on the duration of job search in Banyumas Regency, meaning that there will be differences in the duration of job search between job seekers with married status and those who are not married or divorced. Married job seekers will take a shorter time to find a job than single job seekers.

Apart from the analysis of the trainee respondents, the researchers also conducted interviews regarding training with the head of the competency-based training and marketing training section at the Bali Province UPTD BLK, namely Mrs. Ketut Alit Putri Herlina Saraswati, S.STP, MAP at the Bali Province UPTD BLK Office on August 10, 2023, she argued that : "Competencybased training is expected to improve the quality and competence of employment through organizational improvement which includes various types of skills and expertise training according to regional superiority, such as in Bali the training provided is junior administrative assistant, Japanese language, food and beverage product, beauty makeup, office administration, housekeeping, and basic office. Improving the quality and quantity of employment through training in order to reduce unemployment, encourage the growth and development of productivity of small and medium enterprises; and organizing community-based training and competency-based training are the main objectives of training at UPTD BLK Bali Province. Utilizing the facilities and infrastructure provided is not directly able to overcome unemployment but can reduce unemployment by creating a competent workforce.

Implications of the research results

Revenue increases because the more customers served, the greater the potential revenue for MSMEs; therefore, an increase in the number of customers usually means higher revenue. Maintaining the loyalty of existing customers can be more profitable than continuously seeking new customers. Loyal customers can provide recurring revenue and recommend the business to others. Longer working hours or flexible operating hours can increase revenue as businesses can serve customers at various times to suit customer preferences, but keep in mind that longer working hours can also increase operating costs, such as employee salaries and utilities. Therefore, careful calculations need to be made to ensure that revenue exceeds the additional costs. A strategic location can increase accessibility for customers and potential revenue. However, a good location can also entail higher rental costs. Therefore, it is necessary to consider the balance between a good location and operating costs.

E-commerce applications can help MSMEs reach out-of-area customers, which can increase revenue by reaching a wider market. Using e-commerce apps can also improve operational efficiency by automating some processes, such as payment and delivery; however, the use of e-commerce apps can also bring additional costs, such as online transaction fees.

IV. RESEARCH IMPLICATIONS

Based on the results of the research described in the previous explanation, it can be concluded as follows:

- 1) The effectiveness of the implementation of competency-based training at UPTD BLK Industry and Tourism of Bali Province is very effective; this can be seen from the average effectiveness of the input, process, and output variables, which get very effective results.
- 2) Training, work experience, networking, education, age, and marital status simultaneously affect the length of time to get a job.
- 3) Training, work experience, networking, and education partially have a significant effect and have a negative relationship with the length of time to get a job, while age has no significant effect on the length of time to get a job.
- 4) Respondents who are married get a job faster than those who are not married. Based on the results of this study, to shorten the length of time spent looking for work, it is recommended to take part in training, follow career development, and expand networking in the field of interest. For people who are not working but are looking for work and people who want to add good skills to take part in training that has been provided by the government through the Manpower Office according to the needs needed, it can provide opportunities to get a job if they take training or skills first. In addition, the wider community is advised to take part in education and training so that it can help to get a job faster and increase competence through education. For UPTD BLK Bali Province, it is expected to further improve and maintain employee performance in training programmes because research proves that training can improve the skills and expertise of trainees. As for how to improve the quality of training through training, that refers to the qualifications demanded by the labour market in accordance with the material presented during the training.

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The Effectiveness of Competence-Based Training in Long-Term Employment at UPTD BLK Bali Province

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