

# Education and Training Strategy in Palembang Aviation College



Virma Septiani, Dwi Cahyono

**Abstract:** This paper aimed at determining the variables which are strengths, weaknesses, opportunities and threats of the implementation of education and training guidelines for preparing and implementing activities in organizing education and training strategies and then improving the quality of the implementation of the Palembang Aviation Training Center in the future. The method used a qualitative. This study used SWOT analysis to formulate a strategy to improve the quality of education and training implementation. Data collection techniques used were observation and interviews. The results showed the SWOT analysis of the implementation could be used as input in improving the quality of the implementation of the Palembang Aviation Training Center for training participants, organizers, and related stakeholders and the success of training was determined by external factors and internal factor. This study concluded that from the results of the SWOT analysis, four alternative strategies were formulated, the strategies of Strength-Opportunities, Weaknesses-Opportunities, Strength-Threats, and Weaknesses-Threats which included quality improvement from 3 principles Software, Hardware and Brain ware. From the above conditions, the strategy for implementing education and training at the Palembang Aviation Training and Education Center will be well implemented.

**Index Terms:** Development, learning strategy, poetry, short story writing.

## I. INTRODUCTION

The need for increased science and technology in the present increasingly felt along with the increasingly widespread and increasingly rational human relations in the global order of modern society [1] [11] [16] [28]. All fields of production and services have a need for increased mastery of science and technology in the face of competition [12]. This also impacts on the aviation industry, which has now become one of the public transportation services of choice, to ensure equitable access and quality of services to the public, so now the aviation industry services must continue to improve the quality of services from various fields ranging from human resources professional and supporting facilities [2]. Indonesia as a country of law has also regulated the Law on Aviation. This is stated in Law Number 1 of 2009 concerning flights, Article 1 point to (1)

which states that Flight is an integrated system consisting of utilization of airspace, aircraft, airport, air transportation, flight navigation, flight navigation, safety and security, the environment, as well as supporting facilities and other public facilities. In line with the operation of flights that are required to meet standard procedures,

control must be carried out, this control has also been regulated in Law number 1 of 2009 which states that the Control referred to in paragraph (2) includes the provision of directives, guidance, training, licensing, certification, and technical assistance in the field of construction and operation. Based on this paragraph, the researcher concludes that to improve the quality and quality of air transportation services, the human resources involved in the aviation industry must improve their competencies both through education and training in accordance with their fields. [24] education and training program is a program that the employee has grown intellectually so that he knows the weaknesses that still exist in him that must be corrected through education and training programs Education and training activities are a way that must be applied to educate human resources available or available in a company to further enhance their knowledge and skills, so that the availability of human resources in supporting government programs can be achieved. To ensure the safety of aviation operations, in the provision of aviation human resources, the ministry of transportation through the Human Resources Development Agency for Transportation is very concerned about the competence of flight personnel, by assigning technical implementing units to Colleges, Polytechnics, Academies, and Aviation Education and Training Centers which are scattered in 5 (five) regions in Indonesia from Medan, Palembang, Curug/Tangerang, Surabaya, Makassar and Jayapura [3].

One of the technical implementing units of the Transportation Human Resources Development Agency which has the main task and function of carrying out education and training in the field of aviation engineering, air traffic safety and basic level flight administration in accordance with international standards is the Palembang Aviation Education and Training Center, hereinafter referred to as Education and Training in Palembang Aviation. The Technical Implementation Unit which is under and reports directly to the Head of Transportation Human Resources Development Agency [13] [14] [15].

In optimizing services, contributions from the community are still needed so that the implementation of education and training activities can be carried out in accordance with the expected standards.

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## Education and Training Strategy in Palembang Aviation College

Since 2014, Education and Training in Palembang Aviation has received ISO 9001: 2018 certification from the British Standard Institute for Training Institutions. In 2017, Education and Training in Palembang Aviation upgraded from ISO 9001: 2018 to ISO 9001: 2015 and passed an external audit from the British Standards Institute. With this education and training it should be able to optimize HR performance for the aviation industry.

But in reality based on the results of the survey mentioned above, the education and training program has not been able to provide maximum feedback. A common problem that often occurs is that not all employees who have gained competency through training are placed in positions according to the competencies obtained, so employees have not been able to apply directly in the work process [18] [19]. A possible obstacle to training is management training. Management training may become an obstacle if it is not arranged according to coherent management functions including planning, organizing, mobilizing, coaching, evaluating, and developing or shortened management functions, namely planning, implementing, and evaluating [17] [24]. Based on the problems that arise in the implementation of education and training which consists of the input stage (acceptance of participants, selection of instructors, curriculum research, and preparation of training infrastructure), processes (implementation of learning activities in the classroom, practice in the laboratory and the Field Work Practice in the aviation industry) , as well as outputs (training exams, competency / licensing exams, and evaluations of the administration of education and training), this research will examine information that can be used as a basis for improving strategies in implementing Palembang flight education and training.

### II. RESEARCH METHOD

This study uses a qualitative research method with the consideration that in this study we intend to gain a deep understanding of the implementation of education and training strategies at the Palembang Aviation Training

Center. The method or approach used is a qualitative method [22].

We analyzed the strategy of organizing education and training that has been carried out by Education and Training in Palembang Aviation using SWOT Analysis [21]. from this analysis the authors can provide conclusions and suggestions for improving the implementation strategy of Palembang Education and Training in Palembang Aviation Training Center for the future. Every research is needed to have a research focus, because the aim is to limit the study so that it is not too broad and to determine the criteria and to include and exclude information obtained in the field. So the scope taken by researchers in this study is limited to the Analysis of the Implementation of Education and Training in Palembang Aviation Training Center [10] [12].

Research Variables used:

1. Classification of Variables

According to [26] the research variable is an attribute or nature or value of people, objects or activities that have certain variations determined by researchers to be studied and then conclusions drawn [7].

2. Conceptual Definition

Concept definition is a term used to abstract abstract events, group situations or individuals that are the focus of social science attention [22]

3. Operational Definition

The operational definition is an implementation guide how to measure a variable about how a variable is measured [22] [29].

The variables in this study are the Implementation of the Education and Training Strategy at the Palembang Aviation Training Center are as follows [7] [8] [9] [20] [29]:

Variables	Dimension	Indicator
Strategy Analysis Implementation Education and Training at Palembang Aviation Training Center	Software	Availability of Guidelines for Providing Education and Training
		The Compliance Level of Organizing Education and Training with the Guidelines
	Brainware	Number of professional teaching staff
	Hardware	Availability of Training Facilities that support competence
		The cost of maintaining training facilities is sufficient

#### Analysis Unit

According to [24].the unit of analysis is something related to the focus under study. The analysis unit of a research can be in the form of individuals, groups, organizations, objects, and certain times in accordance with the focus of the problem, the unit of analysis in the form of institutions or organizations can be an organization on a small scale. Considering the above and limiting research, the unit of analysis in this study will be conducted at the Palembang Aviation Education and Training Center.

#### Types and Sources of Data

- Types of Data, primary DATA, i.e. primary data obtained directly from the field from predefined key informants. Secondary data, data which is in nature supporting the main data or data that has been processed by other parties other than the key informant that is considered relevant to this research, namely data regarding the Palembang Aviation Training Center



2. Data Sources

Primary data sources, i.e. parties who provide data for primary data, in this case primary data sources are the key informants specified above. For the data from them, the problem can be identified the answer, which is about the Education and Training Strategy at Palembang Aviation Training and Education Center. Secondary data sources, namely those who provide primary key informant data supporting data that have been determined can also be referred to as secondary data sources, in this case the data provided is only supporting [22] [23].

**Data Collection Techniques**

1. Interview Data collection techniques through question and answer directly with the informant. Interviews are not carried out with a strict structure, but with questions that increasingly focus on the problem so that the information collected is quite deep.
2. Documentation Data collection techniques were obtained through documents from various records, archives, books and regulations related to this research.
3. Observation Data collected through direct observation by researchers, the observations are recorded in accordance with the required data.

**Data Analysis Techniques**

The data analysis technique used in this study is an analysis using an interactive model that includes three components of analysis, namely reduction, data presentation, drawing conclusions [16] 1). Data reduction, defined as the process of selecting, focusing on simplifying, abstracting and transforming rough data that arises from notes and writing in the field will be sorted out by taking what is needed and ignoring what is not needed 2). Presentation of data, intended to make it easier for researchers to see the overall picture or certain parts, in this case the stages of carrying out the tasks and functions of the Palembang Aviation Training and Education Center. 3). Verification, the researcher tries to find the meaning of the data collected by drawing conclusions. Verification is carried out continuously throughout the research process from the beginning of entering the research location during the data collection process. The conclusions that will be generated will be able to answer the question whether the mechanism that has been implemented has run according to existing regulations and what are the problems during the process [26] [27].

**III. RESULT AND DISCUSSION**

The research data for the results of this study were taken for four months. The stages of the study began from the stages of primary data collection and observation of documents in the field, stages of research work and finally data analysis. In the research phase begins by making observations and documentation then proceed with interviews. The researcher observes firsthand the steps in organizing Education and training. At the interview stage, the researcher conducted interviews with the Head of Office, the Head of the Education and Training Implementation

Section, the Head of the Education and Training Facilities and Infrastructure Section, the Quality Control Unit, the functional Instructor, the Training Alumni [3] [4] [5] [25]. The purpose of this interview is explained to the information so that there is openness, comfort, and trust in the researcher. Interviews were especially focused on perceptions related to education and training. At the documentation stage I documented the results of observations in the form of photographs and data relating to the implementation of character education. With the aim as a data amplifier observation and interviews. The photos shown are in the form of the process of conducting education and training. The data obtained are the results of interviews and observations. In this case the results of the interview are very important primary data because they are a major part of the data analysis activity while the results of the notes are supporting data that researchers make especially in the interview guidelines developed further in research or in the process of taking data from the interviewed party. In accordance with the needs of researchers. There were a number of people interviewed by the researchers, namely the Head of Office, the Head of the Education and Training Organizing Section, the Head of the Education and Training Facilities and Infrastructure Section, the Quality Control Unit, the functional Instructor, the Training Alumni. The results of the data collection obtained in accordance with the variables that influence the Analysis of the Implementation of Education and Training strategies include: (1) Software (rules) (2) Brain ware (HR) (3) Hardware (Infrastructure Facilities) [6].

In this study, the measurement indicators are as follows 1) Availability of Guidelines for Providing Education and Training 2) Compliance Level of Organizing Education and Training with Guidelines 3) Number of professional teaching staff 4) Availability of Training Facilities that support competence 5) The cost of maintaining training facilities is sufficient

Based on data obtained from the results of interviews and analysis, it can be described as follows: 1) Availability of Guidelines for Providing Education and Training, obtained good assessment results. 2) Conformity Level of Training and Training Implementation with Guidelines, the results of the assessment are sufficient. 3) The number of professional teaching staff, the results of the assessment are lacking. 4) Availability of Education and Training Facilities that support competence, good assessment results are obtained. 5) The cost of maintaining training facilities is sufficient, the results of the assessment are lacking.

**IV. CONCLUSION**

This research was conducted based on the Analysis of the Implementation Strategy of Education and Training at the Palembang Aviation Education and Training Center, which was carried out through observation, interviews and SWOT analysis so as to produce the conclusion that 1) the strategy of implementing education and training implemented by the Palembang Aviation Education and Training Center has succeeded in achieving the objectives of conducting education and training,



but there are several stages of the strategy that are not in accordance with the guidelines, especially in the process of determining the instructor 2) the number of professional teaching staff is still lacking although it can be overcome by using educators from other agencies. This needs to be improved by providing professional teaching staff.

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