

ANALISIS KEBUTUHAN PENGEMBANGAN SUMBER DAYA MANUSIA PADA PENDIDIKAN SMK DI DAERAH ISTIMEWA YOGYAKARTA

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ABSTRACT

In order to improve the quality and competitiveness of Indonesian human resources, the government has issued Presidential Instruction (InPRES) No. 9 of 2016 on revitalization of SMK in order to improve the quality and competitiveness of Indonesian human resources and specifically the President to instruct Mendikbud and Menristekdikti. The order is to: (1) create a roadmap for SMK development; (2) curious and aligning the SMK curriculum with competencies according to the needs of the graduates (link and match); (3) increasing the number and energy for SMK educators and education personnel; (4) improvement of access to certification of SMK graduates and SMK accreditation; (5) accelerate the provision of vocational teachers of SMK through education, equalization and recognition; and (6) development of study programs in universities to produce vocational teachers needed by SMK. Meanwhile, the Second International Congress of Technical and Vocational Education (VET) organized by UNESCO states the development of human resources built through well-trained teachers, teachers are agents of change in building a knowledgeable society, so the need for innovation and quality improvement in vocational teacher training to meet challenges in a knowledgeable society. From the exposure can be said human resources (HR) in this case the teacher is an important part that must be managed properly. It is very necessary a vocational teacher development plan. Planning is done to identify and analyze the needs in accordance with the needs and real conditions of SMK teachers. Therefore, this study will further examine the need for human resource development in vocational education, so that the development of vocational teachers can be tailored to the roles and competencies of current and future SMK teachers. Because the role and competence of future SMK teachers have a role with very complex challenges, so SMK teachers must be ready to face and challenge them to produce qualified graduates.

Kata Kunci: human resource development, competencie of teachers, vocational education