Review of Procedures for Reviewing Indonesian National Work Competency Standards

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Abstract: The Indonesian National Work Competency Standards (SKKNI) are mainly used to design and implement job training, conduct training output assessments, and assess a person's current level of skills and expertise. This study aims to review the SKKNI reassessment procedures. This study uses a qualitative method. The research approach, including policy and literature studies, is carried out descriptively. Data comes from regulations, journal articles, and reference books. The results of this study found that the procedure for reviewing the SKKNI was carried out based on the Decree of the Directorate General of Training and Productivity Development of the Ministry of Manpower and Transmigration of the Republic of Indonesia Number Kep.280/Lattas/Xi/2014 Concerning the Guidelines for Procedures for the SKKNI Review. The SKKNI drafting team must make this policy a reference in the SKKNI Review.

Keywords: certification scheme, Indonesian National Work Qualification, occupation, cluster, competency.

INTRODUCTION

Regulation of the Minister of Manpower No. 2 of 2016 concerning the National Work Competency Standardization System (SKKNI) has stipulated that the SKKNI Review is carried out no later than five years. According to several researchers, a review needs to be carried out so that the standards set can answer employment needs, including aspects of conformity with developments in science and technology, changes in the way of work, and changes in the work environment and work requirements (Broto & Pujiyanto, 2019; Irawan, 2020; Noor et al., 2019). Based on data on the website of the Ministry of Manpower, namely: skkni.kemnaker.go.id, as of August 26, 2023, in the 2004-2023 period, the SKKNI that had been determined reached 1057,893 that were valid, and those that were revoked were 164. It shows that during the 2024-2023 period, only 164 SKKNI were reviewed. The delay in conducting the SKKNI review ultimately impacted the competence and reputation of the Indonesian workforce (Sari & Sardana, 2018). If this is not done, then the trust of labour stakeholders can also decrease. Thus, the review of SKKNI needs to be of concern to all parties.

Indonesian National Work Competency Standards (SKKNI) are related to a formulation of workability, which includes aspects of knowledge, skills and/or expertise as well as work attitudes relevant to the implementation of duties and position requirements determined by statutory provisions (Ministry of Manpower, 2016). SKKNI was developed in consultation with related industries to ensure suitability for needs in the workplace (Falakh, 2022; Samsul et al., 2023; Wibowo et al., 2022). Samsul et al. (2023) explained that the SKKNI was mainly used to design and implement job training, conduct training output assessments, and assess a person's current level of skills and expertise. Ultimately, the SKKNI was determined by the Minister of Manpower (Library of Indonesia, 2016).

Furthermore, the SKKNI Review is related to efforts to maintain the validity and reliability of the SKKNI that have been implemented and harmonized with other competency standards, both at home and abroad (Irawan, 2020). According to the Minister of Manpower Regulation (2016) concerning the National Work Competency Standardization System (SKKNI), the review results are used to change the SKKNI. In the end, this SKKNI Review needs to be carried out in...
the context of harmonization and traceability of human resource competencies so that they can be aligned between countries and nations (Zalzulifa et al., 2020).

However, the review of the SKKNI Review needs to be optimally described. It needs to be done to increase the competitiveness of human resources (Fadli, 2014) and harmonize human resource competencies (Zalzulifa et al., 2020). This condition is due to the limited research on the SKKNI Review. Finally, the description of the SKKNI Review could be more optimal. An overview of the SKKNI Review is needed as a reference for the SKKNI Review Formulation Team. One effort that needs to be done is to review the SKKNI Review.

Various analyses discuss the SKKNI Review. Broto & Pujiyanto (2019) discusses the analysis of the competency needs of workers in the leather/footwear industry in order to welcome the industrial era 4.0. Furthermore, Fatmawati (2019) discusses recommending that a Review of the SKKNI in the Library Sector be carried out so that it is adapted to the digital ecosystem. Meanwhile, comprehensive discussion regarding the review of procedures for the SKKNI Review still needs to be improved. In line with this information, research on the review of the SKKNI Review procedures needs to be carried out because it can provide comprehensive information on the procedures for the SKKNI Review. In addition, the findings obtained can be used as a basis for research on the SKKNI Review in various sectors and technical agencies. The Government and related stakeholders can also utilise the results to realize the Government’s Vision of "Excellent Human Resources for Advanced Indonesia," which will be achieved by building competent, characterful and nationally committed human resources. Therefore, this study aims to review the SKKNI Review Procedures.

METHOD

This study uses a qualitative method. According to several studies, e.g., Bowe (2009), Kusumastuti & Khoiron (2019), and Wiharjo & Wulandari (2023), in the qualitative method, research documents can be reviewed. The approach used in this research is descriptive and literature study. According to Zahira et al. (2022), the descriptive approach can involve written or spoken words and the observed people's behaviour. A descriptive approach is used to explain the theme of the SKKNI Review. Then, a literature study approach is used to obtain references from various regulations, articles and journals. Data comes from regulations, journals, and reference books. Data was obtained through a search on Google Scholar. The research results are described based on Work Competency Standards, Human Capital Theory, and procedures for the SKKNI Review.

RESULT AND DISCUSSION

Work Competency Standards

Yuliana (2009) explained that based on Republic of Indonesia Law No. 13 of 2003 concerning Employment, Work Competency Standards are each individual's workability, including knowledge, skills, and work attitudes by established standards. Furthermore, Yuliana (2009) identified that competence can be sourced from five components: motives, character and innate elements, self-concept, knowledge, and skills. In order to ensure that each individual is in the competent category, it is necessary to have a standard. Ultimately, these work competency standards become a reference in developing competency-based education/training programs and work competency certification. They can even become a reference in HR development (Kepmenaker, 2015). In detail, this can be seen in Figure 1.
Based on Figure 1, SKKNI has a strategic role in producing competent and competitive professional human resources. This SKKNI is also a reference for Job Training, Professional Certification, and Educational Institutions. Ultimately, this SKKNI becomes an instrument to gain recognition of human resource competence nationally and between countries. Thus, the purpose of SKKNI is basically to produce competent professional human resources. The more Competent Professional Human Resources there will be, the more significant their contribution to the prosperity of the Indonesian nation.

**Human Capital Theory**

Based on the competency literature review analysis conducted by Hsieh & Lin (2012), the notion of competency emerged in the early 1970s by David McClelland (1973). Furthermore, the term competency continues to be developed by Spencer & Spencer (1993). The latest research by Bahri et al. (2021) explains that human resource competencies are also introduced (Xadicha, 2020). Xadicha (2020) as a substitute for the three dimensions of the human capital theory initiated by Becker (1964): knowledge, skills, and abilities.

In the latest theory, Spencer & Spencer (1993) describe a person's competency as an iceberg called the Iceberg Model. In detail, this can be seen in Figure 2.
Based on Figure 2, some researchers eq. Hsieh & Lin (2012), Salleh et al. (2015), and Wijayanto et al. (2011) describe two competency categories, namely visible competencies and hidden competencies. Hsieh & Lin (2012) explained that hard skills refer to visible competence. Meanwhile, soft skills are similar to those hidden in the iceberg model. In the latest developments, Irawan (2020) describes competence in three dimensions: knowledge, skills, and attitude. The knowledge dimension relates to the knowledge that underlies a job implementation. This knowledge can come from formal education, training or based on experience. The skills dimension relates to Task Skills, Task Management Skills, Contingency Management Skills, Job/Role Environment Skills, and Transfer Skills. The attitude dimension is related to the demands of work attitudes that must be carried out in a job. It means that work attitudes must be displayed according to performance in the workplace.

**Procedure for Reviewing SKKNI**

According to the Regulation of the Minister of Manpower Number 2 of 2016 concerning SKKNI, a Review is a series of systematic activities in the context of continuous improvement and development of SKKNI to suit job needs and requirements. Furthermore, it has been determined that the Review is carried out for five years. In the end, the results of the Review were used to change the SKKNI.

Procedures for the SKKNI Review are regulated in the Decree of the Directorate General of Training and Productivity Development of the Ministry of Manpower and Transmigration Number Kep.280/Lattas/XI/2014 Concerning Guidelines for the Procedure for Reviewing the SKKNI. According to this regulation, there are four factors driving changes to SKKNI. First, the development of science and technology. For example, the rapid development of technology in Information and Communication Technology (ICT). The Second is changes in the way of work, for example, an increase in the quality of services and products, an increase in efficiency in producing or producing goods and services. The Third is changes in the environment and work requirements, for example, changes in SOPs. In the end, the Fourth is to harmonize changes in regulations, guidelines or agreements with other institutions or countries.

Based on the SKKNI Review Procedure Guidelines, the forms of changes to the SKKNI can be part or all of substance and non-substance. In detail, this can be seen in Table 1.
Table 1. Forms of SKKNI Changes

<table>
<thead>
<tr>
<th>No</th>
<th>Form of Change</th>
<th>Change Position</th>
</tr>
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| 1  | Part or all of the substance in the SKKNI document | a) Competency Mapping Changes to competency mapping cause changes to main objectives, essential functions, and essential functions.  
     |                                     | b) Competency Standard Packaging Changes to competency standard packaging cause changes to competency standard packaging in the form of qualifications, positions or occupations, and clusters.  
     |                                     | c) Competency units Changes in competency units lead to changes in the contents of competency unit titles, competency unit descriptions, competency elements, performance criteria, variable limits, and assessment guidelines. |
| 2  | Some or all non-substance of SKKNI | a) Writing format. SKKNI writing format discrepancies due to changes in regulations and guidelines that result in changes to the SKKNI writing structure, format (template) of competency units or competency unit codes. Example: Changes to the competency unit coding system due to regulatory changes.  
     |                                     | b) Editorials. Discrepancies due to editorial errors or typographical errors resulting in fatal changes in meaning, including typographical errors, namely words, terms, sentences, and/or numbers.  
     |                                     | c) Sequential Number in the Competency Unit Code As a result, changes to the competency unit can have implications for changes in the serial number in the competency unit code. |


Based on Table 1, the forms of changes to the SKKNI consist of two categories—first, changes to some or all of the substance in the SKKNI document. The drafting team needs to pay attention to three implications of changes to this category. Second, changes to some or all of the non-substance SKKNI. Therefore, the SKKNI Formulating Team needs to identify and analyze the forms of changes to the SKKNI being reviewed. The drafting team also needs to pay attention to three implications of changes to this category.

In the Guidelines for Review Procedures for SKKNI (2014), it is also stated about the SKKNI Review Process Flow. In detail, this can be seen in Figure 3.
**Figure 3. SKKNI Review Process Flow (1)**

Based on the explanation above, this review is about the Human Capital theory to produce competent and competitive human resources. Therefore, the SKKNI Review procedures must be a reference for the SKKNI Review Formulation Team. Thus, SKKNI can comply with the latest regulations and employment requirements.

CONCLUSION
This research has conducted a review related to the procedure for re-testing the SKKNI Professional Certification Scheme in Indonesia. Overview of this study using qualitative methods. The research approach is carried out descriptively, policy studies and literature studies. Data comes from regulations, journal articles, and reference books. The results of this study found that the procedure for reviewing the SKKNI was carried out based on the Decree of the Directorate
General of Training and Productivity Development of the Ministry of Manpower and Transmigration of the Republic of Indonesia Number Kep.280/Lattas/Xi/2014 Concerning Guidelines for Procedures for Reviewing the SKKNI. The SKKNI drafting team needs to make this policy a reference in conducting an SKKNI review. The Formulating Team and stakeholders related to the implementation of the SKKNI Review need to make the Guidelines for Procedures for the SKKNI Review as a reference. Future research is expected to conduct studies related to the implementation of the SKKNI Review that has been carried out.

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REFERENCE


