

# Production Unit Management in The PSG Program at SMK Negeri 1 Tondano Minahasa Regency

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# Production Unit Management in The PSG Program at SMK Negeri 1 Tondano Minahasa Regency

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**Abstract**—This study aims to obtain study results and descriptions of: (1) Production Unit Planning at Tondano State Vocational High School 1, (2) Implementation of Production Units at SMK 1 Tondano, and (3) Production Unit Evaluation Results at SMK Negeri 1 Tondano. This study used qualitative methods with interview techniques, observation, documentation / data studies at SMK Negeri 1 Tondano. Research findings and the results of the discussion concluded that: a) Production Unit Planning at SMK Negeri 1 Tondano includes: discussion through teacher council meetings b) Implementation of Production Units at SMK Negeri 1 Tondano, carried out by two business units namely catering services and fashion services has not optimally in achieving entrepreneurial principles; and e) Evaluation of Production Units at SMK Negeri 1 Tondano includes evaluation during the practical implementation process when students take part in practice programs according to the subjects in their respective expertise programs, and not on evaluations on production unit programs or catering services and fashion services. In other words, the existence of the production unit at SMK Negeri 1 Tondano is not yet in accordance with the purpose of the production unit itself, namely as; (1) facility for production-based / service training for students; (2) a facility to grow and develop the entrepreneurial spirit of teachers and students in SMK / MAK; (3) direct productive practice facilities for students; (4) assist funding for maintenance, additional facilities and other educational operational costs; (5) increase the spirit of togetherness, because it can be a vehicle to increase the productive activities of teachers and students and provide 5 "income" and increase the welfare of school citizens; (6) develop an independent and confident attitude in the implementation of student practice activities.

**Keywords**—Management, production unit, dual system Education

## I. INTRODUCTION

In general, the characteristics of vocational education have the following characteristics: 1). Vocational education

is directed at preparing students to enter employment, 2). Vocational education is based on "demand-driven", 3). The focus of the content of vocational education is emphasized on the mastery of knowledge, skills, attitudes and values needed by the world of work, 4). A true assessment of the success of students must be on hands or performance in the world of work, 5). A close relationship with the world of work is the key to the success of vocational education, 6) Good vocational education is responsive and anticipative to technological progress, 7). Vocational education is more emphasized on learning by doing and hands-on experience, 8). Vocational education requires cutting-edge facilities for practice, and 9). Vocational education requires investment and operational costs that are greater than general education [1].

The above conditions are realities that researchers found through a preliminary study on one of the State Vocational Schools in the Minahasa Regency, namely at SMK Negeri 1 Tondano, Production Unit Management as a part of the PSG (Dual System Education) program that has not been implemented optimally by working groups. There is a tendency that is not optimal in the planning/preparation, implementation, control by the team or work group so that the impact on the implementation of the production unit is not optimal in accordance with what is expected.

Based on the results of a limited observation study at SMK Negeri 1 Tondano, Minahasa Regency, there are still many students who do not have professional skills / entrepreneurship competencies, it is realized that these conditions are caused by many factors ranging from the individual itself, the learning process includes the implementation of the production unit program.

An initial survey of researchers in schools, there were several indicators of Production Unit activities that were not implemented, such as student involvement in managing business activities in schools, especially in the field of financial administration, and transparency of programs and unclear work programs.

Vocational Schools as formal institutions that prioritize skills education for students who are in accordance with the needs of the workforce must work together, with all stakeholders, including the work world as one of the components that determine the success of PSG implementation. One good indicator of the impact of Production Unit management is the quality of graduated students (output and outcome) that are absorbed by the workforce or able to work independently. Motivating student learning, teacher competence, facilities and learning processes have a direct or indirect effect on the effectiveness of learning programs PSG. [1] to achieve the goals of PSG learning both in organizational management and personnel management.

SMK Negeri 1 Tondano as a vocational high school in the Minahasa District addresses the gap between the development in education and the industrial world, especially in the field of Tourism and Hospitality, one of which is by strengthening the implementation of PSG, specifically the production unit program in improving the quality of its graduates.

To find out more about the management of the working group production unit at SMK Negeri 1 Tondano, researchers are interested in conducting research under the title "Production Unit Management in Dual System Education Programs at SMK Negeri 1 Tondano."

With the focus of the problem "How is the Management of the Production Unit in the PSG Program at SMK Negeri 1 Tondano" as for the purpose of this study is to get a clear and detailed description of:

1. Production Unit Planning as one of the programs in PSG at SMK Negeri 1 Tondano.
2. Implementation of the Production Unit as one of the programs in PSG at SMK Negeri 1 Tondano.
3. Implementation of Production Unit Evaluation as one of the programs in PSG at SMK Negeri 1 Tondano.

The short-term plan is more focused on preparing all the needs that will be needed in the implementation of the production unit. The preparation is in the form of debriefing students about the activities of the business unit that must be practiced. The long-term plan for the existence of a business unit is to produce graduates who can later become human beings who have cleverness, morals, and have skills in entrepreneurship. The plan is still in the form of discourse or has not been made in the form of programs and reports. Like the making of strategies, especially short-term and long-term planning of schools, it is more specialized in achieving students' abilities in entrepreneurship. Although the business unit of SMK Negeri 1 Tondano does not have a short,

medium and long term plan, the business unit continues to set a strategy by planning work programs, quality objectives and performance standards for the implementation of business units so that they can still achieve the business unit objectives. In accordance with the desired goal to produce students who excel in terms of science in theory but also practice.

The implementation of the Production Unit of SMK Negeri 1 Tondano until now has not been established as a production unit as a parent unit than all existing business units, so that in the implementation of the production unit of SMK Negeri 1 Tondano is only carried out by one of the business units, namely catering services, the production unit has not been SMK Negeri 1 Tondano as it should be because all teachers are required to make learning administration, must teach at least 5-6 hours a day, carry out additional assignments and study as homeroom teacher and within 2 days carry out literacy assignments.

## II. RESEARCH METHODS

The method used in this study is a qualitative descriptive method, meaning that the data obtained in the form of words and not a series of numbers. Data collection techniques are carried out with a qualitative approach. A qualitative approach is chosen to reveal various empirical facts related to the context of understanding the problem of the role of religious elites in fostering the younger generation as an effort to increase religious harmony. The data obtained in this study are primary and secondary data, with literature study techniques, interview field studies, and documentation [2].

## III. RESULTS AND DISCUSSION

Production Unit Planning at Tondano State Vocational High School 1 does not run according to existing regulations, its existence only in the form of catering service business units and even in the catering service business unit planning does not have short-term, medium-term and long-term planning. As explained by the catering service business coordinator, researchers looked at 4 (four) criteria, namely 1). Products / services produced, 2). Product selling price, 3). Place of business, and 4). Product marketing.

Evaluation activities in production unit activities cannot be carried out because the production unit has not been formed but evaluation activities are carried out in the catering service expertise and fashion services program unit which is emphasized on assessing the development of students' skills progress through activities in the business unit process, even though it is expected in the evaluation activities it can be known whether the business unit has become; 1.) A facility for production-based training services for students, 2). A facility to grow and develop the entrepreneurial spirit of teachers and students, 3). Direct productive practice for students, 4) One of the sources of funding for maintenance, additional facilities and operational costs, 5). Increasing the spirit of togetherness because it can be a facility for increasing the productive activities of teachers and students as well as providing income and improving the welfare of school residents.

Based on the results of interviews with several informants, documentation observations at SMK Negeri 1 Tondano are related to the planning of production units, the findings in this study are, schools have not been coaching, and in the implementation of catering business units, sales, promotions, employee schedules and so on. If the production unit is planned properly, then the implementation will be more effective so that it will be easier to monitor and evaluate the production unit of SMK 1 Tondano does not have short-term, medium-term and long-term planning. As explained by the coordinator of fashion services and fashion services expertise unit, that short-term plan is more focused on preparing all the needs that will be needed in the implementation of each business unit. The preparation is in the form of debriefing students about the activities of the production unit that must be practiced. While the medium term is all the needs of students can be met such as the need to learn, or the need to support their activities in school. The long-term plan for the existence of a business unit is to produce graduates who can later become human beings who have cleverness, morals, and have skills in entrepreneurship. The plan is still in the form of discourse or has not been made in the form of programs and reports. Although the production unit of SMK Negeri 1 Tondano has not been formed, the catering and fashion services business unit has a short-term plan, which is to produce students who excel in terms of science in theory but also practice.

The production unit at SMK Negeri 1 Tondano which is the center of all business units has not been carried out properly because there is only one business unit in this case catering services expertise, and the activities of the business unit only focus on the practice of skills according to the subject and not yet Market-oriented, in other words, unit activities have well planned production unit activities in the catering business sub-unit planning and fashion services. Planning which is the process of determining the course of an activity, needs to be well designed so that the objectives of the production unit can be achieved. Planning that is carried out includes business development, procurement of goods, activities business, not as regulated based on the guidelines for the implementation of the production unit [3], the objectives of the production unit activities are: (1) facility for production-based / service training for students; (2) a facility to grow and develop the entrepreneurial spirit of teachers and students in SMK / MAK; (3) direct productive practice facilities for students; (4) assist funding for maintenance, additional facilities and other educational operational costs; (5) increase the spirit of togetherness, because it can be a facility to increase the productive activities of teachers and students and provide 5 "income" and increase the welfare of school citizens; (6) develop an independent and confident attitude in the implementation of student practice activities[3].

Evaluation of the production unit of SMK Negeri 1 Tondano has not been implemented because the production unit of SMK Negeri 1 Tondano has not been formed, there is an evaluation of the catering program expertise and fashion services business unit, in the evaluation activities emphasized on assessing the development of students' skills progress through activities in the business unit process, whereas in the evaluation activity it is expected to know whether the business unit has become; 1.) a facility for production-based production training for students, 2). a facility to grow and develop the entrepreneurial spirit of

teachers and students, 3). Direct productive practice for students, 4) One of the sources of funding for maintenance, additional facilities and operational costs, 5). Increasing the spirit of togetherness because it can be a facility for increasing the productive activities of teachers and students as well as providing income and improving the welfare of school residents, as explained in so that it can be used for the welfare of school residents.

#### IV. CONCLUSION

Whereas the management of the production unit of SMK Negeri 1 Tondano which manages 2 business units such as; catering services and fashion services have not been done well. This can be seen from the shortcomings in the process of planning, implementing and evaluating production units. Even the production unit of SMK Negeri 1 Tondano does not have business legality or is not a legal entity. The absence of short, medium and long-term plans as a reference. The absence of a production unit practice manual that describes how the production unit is running.

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