

Tajuk: Tahap Penerimaan Masyarakat Terhadap Program SLDN
(Kajian Penggiatan SLDN, JPK)

ABSTRAK

Sistem Latihan Dual Nasional (SLDN) telah dipilih Kerajaan pada tahun 2004 kerana kemampuannya mempersiapkan pelajar lepasan sekolah dengan kemahiran yang diperlukan dimana ianya melibatkan industri secara langsung dalam proses latihan. Jabatan Pembangunan Kemahiran (JPK), di bawah Kementerian Sumber Manusia telah dimandatkan menjadi penyelaras program SLDN untuk membangunkan seramai 31,500 k-pekerja menjelang 2010. Namun begitu, sasaran ini masih belum tercapai jika dilihat dari sudut bilangan penyertaan perantis dan syarikat mahupun dari sudut persijilan pelajar. Sehubungan itu, maka satu kajian perlu dijalankan untuk mengenal pasti status penerimaan masyarakat terhadap program ini. Secara khususnya, kajian ini bertujuan bagi mengenalpasti faktor penyumbang terhadap penerimaan masyarakat berkenaan Konsep Latihan, Kurikulum, Kemahiran Teknikal & Sosial, Insentif, Prasarana Latihan, Imej & Kebanggaan Kerja, Kebolehkkerjaan dan Promosi SLDN, mengenalpasti kaedah penambahbaikan terhadap penerimaan masyarakat berkenaan Konsep Latihan, Kurikulum, Kemahiran Teknikal & Sosial, Insentif, Prasarana Latihan, Imej & Kebanggaan Kerja dan Kebolehkkerjaan, mengenalpasti maklum balas masyarakat terhadap pengetahuan dalam bidang kemahiran; dan seterusnya mencadangkan kerangka kerja dalam mempertingkatkan tahap penerimaan masyarakat terhadap SLDN. Kajian ini menggunakan pendekatan kuantitatif dan juga kualitatif. Data kuantitatif diperolehi melalui borang soalselidik daripada 872 responden (syarikat, pusat latihan, perantis, ibubapa, NGO & pelajar sekolah) yang dipilih secara rawak yang merangkumi enam zon di seluruh Malaysia. Manakala data kualitatif diperolehi melalui perbincangan kumpulan berfokus yang melibatkan enam kategori responden tersebut. Secara umumnya, hasil kajian mendapati tahap penerimaan masyarakat yang mengetahui dan menerima program SLDN ini adalah tinggi. Hasil analisis kajian menunjukkan insentif merupakan faktor penyumbang utama terhadap penerimaan masyarakat terhadap program SLDN manakala imej dan kebanggaan kerja dipilih sebagai kaedah penambahbaikan utama yang diperlukan bagi meningkatkan tahap penerimaan masyarakat. Selain itu, masyarakat yang tidak mengetahui program SLDN juga memberikan maklum balas yang positif terhadap latihan kemahiran di Malaysia. Berdasarkan hasil daripada dapatan kajian dan perbincangan mengenai empat objektif kajian, satu kerangka kerja telah dicadangkan untuk mempertingkatkan tahap penerimaan masyarakat terhadap SLDN. Kerangka kerja yang dicadangkan merangkumi : Tiga faktor penyumbang iaitu insentif, promosi dan konsep latihan, dan Tiga faktor penambahbaikan iaitu imej & kebanggaan kerja, kebolehkkerjaan, dan kemahiran teknikal & sosial.

ABSTRACT

The Malaysian government decided in 2004 to adopt and adapt Germany's version of the National Dual Training System (NDTS) with the sole objective to involve local industries in directly equipping school leavers with workplace skills requirement. The coordination of NDTS implementation in 2005 was bestowed upon the Department of Skills Development under the Ministry of Human Resources with the national target to develop 31,500 skilled workers by 2010. The target however fell short in terms of apprentice head count, certification awarded and total industry participation. Thus the situation called for a study to be conducted to ascertain the level of public acceptance towards NDTS. The study's specific objectives were to identify the main contributing factors leading to public acceptance of NDTS program including Training Concept, Curriculum, Social and Technical Skills, Incentives, Training Amenities, Job Image and Pride, Employability & Promotion of SLDN programme, identify the main improvement factors that will likely enhance public acceptance such as Training Concept, Curriculum, Social and Technical Skills, Incentives, Training Amenities, Job Image & Pride and Employability, Identify public reaction toward Knowledge in Skills Area, and last but not least to propose a working framework dedicated to increasing public acceptance of NDTS. The study undertook the qualitative and quantitative approaches. The quantitative data were extracted from the questionnaires' responses collected from 872 respondents (companies, training centres, apprentices, parents, NGOs and students) that were randomly selected across six zones within Malaysia. Whereas the qualitative data were collected from several focus discussions that reflected opinion of the six respondent groups. The study results generally reflected very high acceptance among all the big majority of respondents that were familiar with NDTS. Incentive was rated as the highest single contributing factor that influence public acceptance. Job Image and Pride came out as the highest single factor that can potentially improve public acceptance of NDTS program. The study also revealed that respondents categorized as unfamiliar with NDTS responded positively towards skills training. Based on the study result and discussion on the four study objectives, a working framework was proposed to focus on enhancing the level of public acceptance on NDTS. The working framework reflected the following priorities: Three top contributing factors, namely incentive, promotion and training concept; Three top improvement factors, namely image and job pride, employability and technical & social skills.