

THE INFLUENCE OF PROFESSIONAL LEARNING COMMUNITIES AT LKP ANITA ON WORKPLACE PRODUCTIVITY AND INNOVATION

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ABSTRAK

Training is something that must be done by citizens who want to improve a desired ability or skill. By conducting training at an integrated course and training institution (LKP), it can be ensured that the products produced are of high quality. In an institution there is an association or community which is filled with people who have more ability to be able to help an institution to create good products and have interesting innovations in order to attract the attention of learning citizens. This article is written with the aim of helping learners to be able to adapt to the community or association in an institution. With this article, hopefully it can add insight to readers who are beginners in a course institution so that they can improve a new innovation in the institution. The method used is interviews and qualitative descriptive analysis with a library research and case study approach. By collecting data directly in the field and helping with existing data that has been done by previous researchers. In increasing productivity and innovation, motivation, collaboration, creativity and responsiveness of learning citizens are needed.

Keywords: LKP; Innovation; Community; Productivity

INTRODUCTION

A course and training institution (LKP) is an institution that offers non-formal education to improve the skills, knowledge and competencies of individuals in various fields. LKP functions as an alternative to formal education with a focus on practical and applicable learning that meets the needs of the labor market or personal development. Lkp has characteristics in its formation as the name suggests lkp focuses on practical skills that make it easier for citizens to learn sewing material. Lkp Anita itself is one of the courses in Serang, they not only open sewing practices but they also have cooking, automotive and handicraft courses for wedding offerings.

Lkp Anita itself has a very flexible schedule in teaching its learning citizens, namely 2x meetings a week. For those who have passed the exam held by Lkp Anita will get a certificate as a sign that they have passed the exam. In addition, Lkp Anita also cooperates with factories that will indeed distribute their learning citizens to work in factories.

Efforts to be able to achieve a balance between labor needs, capabilities and demands of the organization, as well as the importance of having competent human resources for the progress of the company, human resources must be managed properly. Every business is expected to be able to produce a high level of productivity, because business productivity will determine the success of the business itself. The ability of human resources or other members of the workforce is the biggest contributor to initiatives to increase company productivity. Almost every industry has competition, so to meet the company's goals - both short and long term - leaders and staff must continuously improve the performance of their workforce.

The development of the role of humans in organizations is represented in the theory of organizational behavior, which sees the perspective of the organization to be broader as in the perspective of psychology, sociology, economics. In this case it can be seen that human resources are unique resources, because in addition to having a lot of knowledge and high desires, but they also have different characteristics or behaviors among each individual. It is not the same as other resources that do not have needs and desires like humans so they do not need to require management as humans do.

According to some previous studies on the research variables, motivation affects how productive instructors are. According to Saputra, Sunaryo, and Pardiman, motivation and production are significantly related. According to Fahrurrozi, Murcahyanto, and Mohzana, competence and motivation have a partial and combined influence on production. Employee productivity is influenced

by competence. Research findings by Kariza Maharani and Budiman indicate that productivity is influenced by competence.

The role of human resources in organizations clearly emphasizes the need for management to pay attention to the behavior and habits of individual humans in the organization and must change the behavior and habits of humans in the organization, so that all human resources in the organization can work towards high performance levels. To change the behavior and habits of individuals in the organization must be able to examine several aspects that cause variations in behavior and habits so that they can be directed in accordance with organizational expectations.

A person's level of professionalism can be assessed by examining one of the five pillars of professionalism, namely: dedication to the profession, social responsibility, independence, belief in professional rules, and relationships with professional networks. In addition, professionalism includes three aspects: having clear goals, performing professional duties in accordance with industry standards, and understanding professional ethics. Individuals who possess these qualities will become highly proficient professionals. Commitment to a profession will increase devotion to the work performed. A dedicated professional will devote their time and efforts thoroughly to improving their expertise and development in the field. In addition, they show great interest in continuous learning and are actively involved in the advancement of the industry.

Professionalism improves interpersonal relationships. A competent professional understands the impact their actions have on others and the environment. They strive to make a constructive contribution to society by ensuring safety and security and implementing company regulations and standards. Independence refers to the ability to do independent work and make good judgments.

There are many variables that can affect worker productivity, and leadership within the company is one of those variables. To achieve a common goal, leadership is a successful and efficient process of modifying member behavior and resource allocation. An effective leader must be able to guide all employee efforts to achieve organizational goals. To achieve organizational goals, the main means of supporting the neatness and thoroughness of work results without downplaying the volume of work is to display a variety of types of work completed in a certain amount of time, so that efficiency and effectiveness can be carried out in accordance with the objectives. In addition, the presence of employees who can collaborate with each other both horizontally and vertically, both inside and outside the workplace, will make the work better, showing how much employees accept carrying out their work.

RESEARCH METHODS

In this research I combined case study methodology and library research with qualitative descriptive analysis method for my project. This approach is a methodology that concentrates on gathering information through examining documents and books related to the research subject. Researchers may find it easier to recognize and evaluate the opportunities and problems facing educators in the increasingly digital age with this method. conducted a review of the research content, and information was collected through participant observation, surveys, and in-depth interviews. Finding patterns in the data and relating them to accepted theories is the process of analysis. The data analysis method uses the analysis method (content analysis) to collect relevant information to assist future research objectives. Jufni and Saputra (2020) state that a qualitative descriptive analysis approach is carried out by collecting various reading materials from educational materials, monographs, reference books, magazines, and other sources. Qualitative research was conducted because this research is exploratory. The relevant literature or literature review section then undergoes a thorough discussion because it serves as the basis for developing hypotheses, which are then compared with the results or findings of previous research to ensure the validity of the current theory (Permatasari and Jaelani, 2021).

RESULTS AND DISCUSSION

Result

According to Presidential Regulation No. 50 of 2005, productivity is defined as a mentality and work ethic that constantly strives to improve the quality of life through higher effectiveness, efficiency, and quality in order to create sustainable added value. In addition, the philosophy of understanding is that I must have the mentality that today must be better than yesterday and tomorrow must be better than today to be productive.

In an organization with multiple managers overseeing all operations of the organization to achieve the vision, goals, and objectives, cooperation between individuals and groups is essential. The success of the organization is influenced by these strategic components. Planning, organizing, actuating, and controlling are management functions that must be implemented in order to carry out human resource management activities, according to Rivai. Rivai and Sagala define career development as the process of improving individual work abilities in an effort to achieve the desired career, with reference to the idea of human resource management. Career development is defined by Widodo as a set of collaborative actions that affect employees' ability to explore, establish, succeed, and realize their career goals.

In this study, "career development" refers to the extent to which people practice developing their own abilities, which has an impact on how people are placed in positions that match their abilities. The definition of work productivity is formulated by considering Siagian's perspective, which states that productivity serves as a measure that must be met by an organization to realize the goals that have been set. Making the best use of the resources provided by the business and achieving the maximum possible results is productivity.

According to Sedarmayanti, productivity is the result of human drive and effort to always produce better results for their standard of living and livelihood in their field. In this study, teacher labor productivity is defined as the extent to which educators fulfill their responsibilities in facilitating the learning process, providing learning assessment, and growing professionally in response to the demands of teaching and learning.

Discussion

In improving productivity and innovation, professional learning communities (PLCs) are a concept that has received significant attention in the management and education literature. LTOs are groups of individuals within organizations who are committed to working together collaboratively and learning continuously to improve work practices and achieve common goals. This research explores the influence of LTOs on two critical aspects of the workplace that learners of LTOs will experience in the long run, namely: productivity and innovation.

a) Productivity at Anita's LKP

Productivity is a measure of the efficiency of a worker or group of workers in accomplishing a task. Increased productivity can be achieved through a variety of means, including improved skills, process efficiency, and adoption of new technologies. LTOs play an important role in improving productivity through:

- Collaboration and Knowledge Exchange: LTO members share knowledge and experience which can reduce learning curves and speed up task completion.
- Continuous Skill Development: LTOs encourage members to continue learning and developing new skills relevant to their work.
- Social Support and Motivation: Having the support of community members can increase motivation and morale, leading to increased productivity.

b) Training Site Innovation

Innovation refers to the process of introducing new ideas, methods, or products that bring about positive change in the organization. LTOs can encourage innovation through:

- Creative and Explorative Environment: LTOs provide a platform for members to experiment and explore new ideas without fear of failure.
- Integration of Different Perspectives: Through interaction between members with diverse backgrounds, LTOs can generate unique combinations of ideas that drive innovation.
- Learning from Experience: LTOs facilitate learning from past mistakes and successes, which can be the basis for developing innovative ideas.

With the existence of a professional community in lkp anita, it is also very helpful for beginners who want to learn to sew in lkp anita because they are taught directly by pamong or tutors who are

experts and professionals in their fields. So that lkp anita can produce a talented product as well to be distributed to factories that partner in lkp anita. In lkp anita itself all among really appreciate those who want to learn to sew in lkp, from basic knowledge until they can make their own shirt design patterns all taught by tutors within a period of 2 months after which they are tested to find out the extent to which they can absorb the knowledge taught by lkp anita. The things that can be done to increase productivity and innovation in training at Anita include doing:

- Create a culture of collaboration: Create a work environment that supports collaboration and knowledge exchange.
- Investing in training and development: Provide resources for relevant training and skills development.
- Facilitate regular meetings: Organize regular meetings for LTO members to share knowledge and experience.

In addition, employee work productivity is influenced by work motivation, which consists of elements of needs, encouragement, and goals. Sutikno states that the components of teacher productivity are making lesson plans, implementing learning activities, evaluating learning outcomes, preparing assessments and final exams, evaluating the results of tests and exams, making learning aids, engaging in community-based self-development, and making progress reports on the learning outcomes of learning citizens. In the language of human resource management, career development is referred to as an integral process. Work productivity is influenced by career development, which is a gradual process of moving outstanding employees to positions that have greater room for advancement and responsibility. Wibowo highlights the importance of improving educator productivity, citing the following:

- 1) The importance of human resources in terms of work engagement and dedication;
- 2) Companies reward staff who are dedicated, help create a working environment, and are top performers; and
- 3) Employee participation;
 - a) Human relations approach;
 - b) human relations approach;
 - c) high involvement approach.

Maintaining continuity and growth by the organization is the role of career development. Over the past ten years, career development has become an organizational necessity. The following factors support this focus:

- 1) Employee awareness of quality of life;
- 2) Employee aspirations and education levels are increasing;
- 3) Employees are making vertical to lateral career transitions;
- 4) Increased organizational responsibility towards employees;
- 5) The search for qualified workers is highly competitive;
- 6) Senior employees have longer unemployment periods, longer job search periods, and fewer interview opportunities.

CONCLUSIONS

Professional Learning Communities play a vital role in improving productivity and innovation in the workplace. Through collaboration, skill development, and an environment that supports exploration, LTOs help organizations achieve higher efficiency and generate innovative ideas that can improve competitiveness. Therefore, organizations such as lkp anita need to adopt and support the establishment of LTOs as part of their strategy to achieve long-term success. This research provides valuable insights for practitioners and academics on the importance of LTOs and how to optimize their benefits in the workplace.

Organizational effectiveness can be assessed using various metrics and indicators, including productivity, adaptability, and flexibility. Effective communication can improve a professional organization through various factors, such as job satisfaction, productivity, quality, innovation, customer satisfaction, attendance, turnover, errors, and compliance. To improve organizational effectiveness, owners can implement various strategies, including improving communication between tutors and learners, increasing organizational efficiency and innovation, and improving satisfaction and retention rates among tutors and learners.

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