

Successful Achievements of Cooking Skills Training for Assistant Cooks Level II at the Community Learning Center (PKBM) Sungai Lemau, Bengkulu

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ABSTRACT : This study aims to describe the training components that are contributing factors to the success of the Culinary Skills Training Assistant Cook level II at the Community Learning Center (PKBM) Sungai Lemau, Central Bengkulu. Researchers used qualitative research methods with a case study type. For data collection used interview techniques, observation, and documentation. The conclusions drawn are related to the training component which is a contributing factor in the successful achievement of the Level II Assistant Cook Assistant Cook skill training at the Sungai Lemau Community Learning Center (PKBM) in Central Bengkulu as follows: first, training material that is relevant to the needs and interests training participants. Second, the training methods used are very varied and complete. Third, the training instructors are quite competent, professional, dedicated, patient, and experienced in implementing the training. Fourth, the facilities and infrastructure available for training activities are complete and adequate. Fifth, the training participants were very enthusiastic, had an interest and motivation to learn, were full of enthusiasm and had high curiosity about participating in training activities. Sixth, the instructor training evaluation provides pre-test and post-test and the training participants take a competency test that is tested by a Culinary Competency Certification Agency. Seventh, the existence of a training certificate from a competency certification institution has a great influence on increasing the enthusiasm and interest in learning of the trainees. Eighth, financial support obtained from the Directorate of Courses and Training.

Keywords: Training, Achievements of Cooking Skills

1. INTRODUCTION

Training as a series of activities designed to improve skills, knowledge, experience, or change the attitude of an individual (Simamora 1995:287 in Kamil, 2010:4).

According to Anwar (2006: 168) explains that training is an organized effort in order to achieve mastery of skills, knowledge and attitudes that are relevant to the needs of the trainees. Generally training is carried out for short-term education with systematic and organized procedures for specific purposes.

Based on the explanation above, it can be concluded that training is a process of increasing systematically and according to the needs to improve the skills, knowledge and attitudes of an individual.

According to Notoatmodjo in Haryono and Khoiriyah (2013: 4) the implementation of a training program can be said to be successful if a transformation process occurs within the training participants:

- a. Improvement in the ability to carry out tasks.
- b. Changes in behavior are reflected in attitude, discipline and work ethic.

To find out whether or not these changes have occurred, an assessment or evaluation of the implementation of the training is carried out.

The Central Bengkulu Sungai Lemau Community Learning Center (PKBM) has succeeded in securing a project entrusted with holding level II cooking skills training for Assistant Cooks in collaboration with and funded by the Directorate of Courses and Training, Directorate General of Vocational Studies, Ministry of Education and Culture.

The training activities were carried out with a professional training competency test and the result was that all training participants successfully passed (100%) which was marked by being awarded a training certificate from the Directorate of Courses and Training, the Directorate General of Vocational Education of the Ministry of Education and Culture whose competence is national and the certificate is very useful for use in applying for jobs in catering sector such as in restaurants and hotels as well as other government and private agencies that require human resources (HR) in catering experts.

In the midst of swelling unemployment due to the low quality of education and skills to get jobs, thus the PKBM Sungai Lemau with this training greatly contributed to reducing unemployment. Employment in the culinary business sector is considered a prospect because food is the staple of human beings in general so that the demand for fulfilling these needs is increasing day by day.

Sungai Lemau Community Learning Center (PKBM).Central Bengkulu was founded by Mrs. Rosidah in 2010. Initially, PKBM Sungai Lemau was at the house of Mrs. Rosidah, the students carried out the learning process on the terrace of Mrs. Rosidah's house. To establish this institution, Mrs. Rosidah used personal funds and grants from the center.

According to Rivai (2004: 240) the factors that can influence training towards training success are:

- a. Required material. The material is prepared from the estimation of the needs of the training objectives, the needs in the form of special skills teaching, presenting the needs needed.
- b. Required method. The method chosen will be adjusted to the type of training to be carried out.
- c. The ability of the training instructor to find sources of information that may be useful in identifying training needs.
- d. Facilities and infrastructure. Guidelines where the learning process will run more effectively.
- e. Trainee. It is very important to consider the type of worker and the type of worker to be trained.
- f. Training evaluation. After conducting the training, the results obtained in the training should be evaluated, taking into account the place of reaction, learning level, work behavior, level of organization and values.

The success of training is a situation, condition or circumstance where an activity in implementing a training program can achieve an expected goal.

From observations and interviews with Mrs. Rosidah as the chief executive of the Catering Assistant Cook level II training at PKBM Sungai Lemau Bengkulu Tengah, the implementation of this training was carried out in order to hone the abilities of the learning residents in developing knowledge and skills in the field of Catering, the importance of training This is in order to create jobs, reduce poverty and improve people's welfare.

Control oversight of training implementation is carried out by the center every day by providing reports through video recordings and photos of training activities starting from the opening of the training, mid-training and then closing the training.

The implementation of training in the field of Culinary skills training for Assistant Cook level II can be carried out safely, smoothly, and in an orderly manner until it is finished.

2. METHOD

This study uses a qualitative method with an approach Case study. according to David Williams in Moleong (2017: 5) suggests that qualitative research is the collection of data in a natural setting, using natural methods, and carried out by people or researchers who are naturally interested.

The qualitative research method is a research method based on the philosophy of postpositivism, used to analyze the condition of natural objects, (as opposed to experiments) where the researcher is the key

instrument, data collection techniques are carried out by triangulation (combined), data analysis is inductive/qualitative, and the results of qualitative research emphasize meaning rather than generalization (Sugiyono, 2016:9).

The data collection technique used is interview conducted on 5 resource persons including Ms. Rosidah as the chief executive of the training, Mrs. Dr. Dewi Susilawati as the training instructor, Dr. M. Ilham Abdullah, M.Pd as the manager and presenter of the training, Ms. Jumidah as the training participant, Ms. Hesti as the training participant. To guarantee data validation, the researcher used a triangulation technique, that is, the researcher compared the results of the interviews by interviewing five different subjects at different times so that the data obtained was truly valid.

This research was conducted in 3 weeks, starting from October 17 to November 5, 2022. The place for the research was the PKBM Sungai Lemau, Pondok Kelapa Village, Pondok Kelapa District, Central Bengkulu Regency, Bengkulu Province. Implementation of this study aims to examine and describe. Data collection techniques are used in general, namely using: interview techniques, observation techniques and documentation techniques.

Whereas to test the validity of the data, the researcher used the triangulation technique in the opinion of William Wiersma in Sugiyono (2016: 273) who stated that "Triangulation is defined as checking data from various sources, using various methods, and various times".

3. RESULT AND DISCUSSIONS

According to Notoatmodjo in Haryono and Khoiriyah (2013: 4) the implementation of a training program can be said to be successful if a transformation process occurs within the training participants:

- a. Improvement in the ability to carry out tasks.
- b. Changes in behavior are reflected in attitude, discipline and work ethic.

To find out whether or not these changes have occurred, an assessment or evaluation of the implementation of the training is carried out.

The success of training is a situation, condition or circumstance where an activity in implementing a training program can achieve an expected goal.

Based on research findings through interviews with 5 research informants and conducting field observations to find out about the training components which are factors that contribute to the successful achievement of Level II Assistant Cook Assistant Cooking skills training at the Community Learning Center (PKBM) Sungai Lemau, Central Bengkulu. The several questions posed in the factors contributing to this training are as follows:

First, based on the results of the study it can be concluded that the training materials applied are in accordance with the training needs relevant to the interests and needs of the training participants and then the training materials can increase the competence of culinary experts.

Second, based on the results of the study it can be concluded that the training method used was lecture, question and answer, discussion, demonstration, experiment and hands-on practice with a duration of 200 hours of training lessons.

Third, based on the results of the study it can be concluded that the training materials were delivered very clearly by the training instructors who were professional, experienced and quite competent in the field of Culinary Training.

Fourth, based on the results of the study it can be concluded that the training instructor is able to direct well so as to make the training atmosphere run effectively.

Fifth, based on the results of the study it can be concluded that the training facilities used were kitchen equipment for cooking, supporting tools for training activities and learning materials then the training infrastructure used was the PKBM Sungai Lemau building and the bekakak chicken restaurant.

Sixth, based on the results of the study, it can be concluded that the training participants were able to understand the material provided during the training. The trainees who graduated from high school and above and the Package C PKBM Sungai Lemau program were very enthusiastic, had an interest and motivation to learn, were full of enthusiasm and had high curiosity while participating in the training activities.

Seventh, based on the results of the study it can be concluded that instructors give pre-tests and post-tests in training activities to measure the mastery of the training participants' learning materials and are able to motivate the trainees in mastering the learning materials, then the competence of the trainees is tested by a competency certification agency for the Catering Competency Program.

Based on the findings in the field and based on theory According to Rivai (2004: 240) the factors that can influence training towards training success are:

- a. Required material. The material is prepared from the estimation of the needs of the training objectives, the needs in the form of special skills teaching, presenting the needs needed.
- b. Required method. The method chosen will be adjusted to the type of training to be carried out.
- c. The ability of the training instructor to find sources of information that may be useful in identifying training needs.
- d. Facilities and infrastructure. Guidelines where the learning process will run more effectively.
- e. Trainee. It is very important to consider the type of worker and the type of worker to be trained.
- f. Training evaluation. After conducting the training, the results obtained in the training should be evaluated, taking into account the place of reaction, learning level, work behavior, level of organization and values.

According to Raharjo (2013: 87) there are six indicators that support the success of the training program, including objectives, targets, trainers, materials, methods and participants.

Meanwhile, according to Zulkarnain (2016: 188) potential sources of training include the training environment and interactions between parties involved in the training: 1) mobile training sources or HR, which include participants, tutors and people involved in training 2) sources immovable or non-human training, namely learning materials and learning situations in training.

From the theory and findings above, it can be concluded that the factors that contribute to the success of training are achieved the skills of Catering Assistant Cook level II at the Community Learning Centre (PKBM) Sungai Lemau Bengkulu, Central are: a) Training materials that are relevant to the needs and interests of the trainees then training materials can improve the competence of Culinary Experts;; b) The training methods used for training participants are very varied and complete so that the training situation is conducive, including: lectures, questions and answers, discussions, demonstrations, hands-on practice with a duration of 200 hours of training lessons; c) The training instructors contribute greatly because they have an educational background in the field of cooking expertise, are quite competent, professional, dedicated, patient, and experienced in conducting training in the field of Catering; d) The facilities and infrastructure needed in the implementation of the training are available in full and adequate so as to facilitate the running of the training; e) The trainees are very enthusiastic, have an interest and motivation to learn, are full of enthusiasm and have high curiosity from start to finish while participating in the training activities; f) Evaluation of instructor training giving pre-test and post-test and training participants taking competency tests to measure mastery of learning material; g) The existence of a training certificate has a very big influence on increasing the enthusiasm and interest in learning of the training participants so that they successfully pass to get a training certificate; h) Financial support from the Directorate of Courses and Training.

4. CONCLUSION

Based on the results of research on the training component which is a contributing factor in the successful achievement of the Level II Assistant Cook Assistant Cook skills training at the Sungai Lemau Bengkulu Community Learning Center (PKBM), Central Bengkulu, it is concluded that: Factors that contribute to the success of the training are: a) Training materials that are relevant to the needs and interests of the trainees; b) The training methods used are varied and complete. c) The training instructors are quite competent, professional, dedicated, patient and experienced in conducting the training; d) Facilities and infrastructure available for training activities are complete and sufficient; e) The trainees are very enthusiastic, have an interest and motivation to learn, are full of enthusiasm and have high curiosity in participating in training activities; f) Evaluation of instructor training giving pre-test and post-test and training participants taking the competency test tested by a Catering Competency Certification Agency; g) The existence of a training

certificate from a competency certification institution greatly influences the enthusiasm and interest in learning of the trainees; h) Funding financial support obtained from the Directorate of Courses and Training, Directorate General of Vocational Education, Ministry of Education and Culture to finance all training implementation needs

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