

# **MANAJEMEN SERTIFIKASI PROFESI OLEH LEMBAGA SERTIFIKASI PROFESI PIHAK PERTAMA (LSP P1) SMK PARAMITHA JAKARTA**

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## **ABSTRAK**

Penelitian ini bertujuan: (1) Mengetahui perencanaan sertifikasi profesi oleh Lembaga Sertifikasi Profesi Pihak Pertama (LSP P1) SMK Paramitha Jakarta, (2) Mengetahui pelaksanaan sertifikasi profesi oleh Lembaga Sertifikasi Profesi Pihak Pertama (LSP P1) SMK Paramitha Jakarta, dan (3) Mengetahui evaluasi sertifikasi profesi oleh Lembaga Sertifikasi Profesi Pihak Pertama (LSP P1) SMK Paramitha Jakarta. Penelitian ini menggunakan pendekatan kualitatif dengan metode deskriptif. Teknik pengumpulan data yang digunakan adalah wawancara, observasi, dan studi dokumentasi.

Hasil penelitian ini adalah (1) sebelum memulai sertifikasi kompetensi, LSP P1 SMK Paramitha perlu membentuk organisasi yang solid serta memiliki legalitas hukum berupa SK yang ditanda tangani oleh pimpinan. LSP juga wajib menyiapkan segala dokumen, sarana, prasarana, dan perangkat kerja asesmen juga harus dibutuhkan. Setelah semua persiapan itu selesai maka LSP akan mengajukan izin lisensi kepada BNSP. Jika semua hal sudah memenuhi sesuai dengan pedoman BNSP, maka LSP tersebut berhak memperoleh izin lisensi dari BNSP. LSP yang sudah berlisensi sudah boleh melakukan tugas asesmennya kepada peserta didik. (2) dalam pelaksanaan sertifikasi, LSP P1 SMK Paramitha selalu menjunjung tinggi prinsip objektivitas dan ketidakberpihakan. Tahapan pelaksanaan sertifikasi LSP P1 SMK Paramitha Jakarta dimulai dengan adanya sosialisasi, peserta didik wajib menyiapkan dan memenuhi segala persyaratan yang dibutuhkan, verifikasi Tempat Uji Kompetensi (TUK), pelaksanaan asesmen, LSP memberikan keputusan kepada asesi, kaji ulang, rapat pleno, dan pembagian sertifikat hasil asesmen. (3) Pada tahap pengendalian dan evaluasi, LSP P1 SMK Paramitha memiliki 3 macam pengendalian. Pertama, yaitu dengan melaporkan hasil asesmen kepada BNSP setiap selesai pelaksanaan asesmen. Kedua, yaitu dengan mengadakan audit internal dengan sistem audit menyilang. Ketiga, adanya survailan yang dilakukan BNSP terhadap LSP.

Kata Kunci : Lulusan SMK, Sertifikasi Kompetensi, LSP, Lisensi.

# **PROFESSIONAL CERTIFICATION MANAGEMENT by Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1)**

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## **ABSTRACT**

This research aims to: (1) Understanding the planning of Professional Certification by Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1), (2) Knowing the implementation of Professional Certification by Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1), and (3) Understanding the Evaluation of Professional Certification by Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1). This research used a qualitative approach with descriptive method. The data collection technique used in this research is an interview, observation, and documentation study.

These research outcomes are (1) before starting the competency certification, Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1) needs to establish a solid organization and also have law legalization in the form of decree which has to be signed by the chairman. Professional Certification Institution (LSP P1) is also required to prepare all of the documents, facilities, and assessment staff is also needed. After all of the preparation finished, LSP will propose the permission license to BNSP. If all of the processes have met the requirements and suitable for BNSP guidelines, then the LSP will receive a license from BNSP. The licensed LSP has the right to do the assessment to students. (2) In the implementation of certification, Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1) upholds the principle of objectivity and impartiality constantly. The LSP implementation stage starts with socialization, fulfill all of the requirements needed by students, verification of competency test venue, assessment execution, LSP give decisions to competency test participants, reviewing, plenary meeting, and certificate distribution. (3) In the evaluation, Paramitha Jakarta Vocational High School's Professional Certification Institution (LSP P1) has 3 types of restraint. First, reporting the assessment results to BNSP after finishing the assessment. Second, conducting an internal audit with a crossing audit system. Third, the existence of surveillance conducted by BNSP on LSP.

Keywords: Vocational High School Graduates, Competency Certification, LSP, Licence.