

# The Influence of Learning Psychology on the Effectiveness of Training Programs at PPSDM: A Study on the Indonesian Migrant Worker Training Program at the Ministry of BP2MI

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**Abstract:** The purpose of this study was to determine the effect of learning psychology on the effectiveness of training programs in ppsdm: a study on the Indonesian migrant worker training program at the ppsdm ministry of bp2mi. This study uses a descriptive qualitative method with data collection through observation and document study. The data analysis process in the study is data collection, data display, data condensation, conclusion: drawing / verification. The results of the study indicate that learning psychology has an important role in increasing the effectiveness of human resource training in training programs at the PPSDM Ministry of P2MI. Learning psychology helps in understanding the character of human resources. The training program focuses on developing the skills and competencies of migrant workers, both those who will work and those who have returned. So that in its implementation it involves elements of educational psychology to develop its training so that the training program runs effectively. Training programs involving learning psychology provide in-depth insight into how individuals learn, develop, and interact with the environment. The importance of a learning psychology-based approach to improving training outcomes while supporting the development of social and emotional skills. This can make the training program more effective. In training, you can design a curriculum that suits the individual's ability to process information.

**Keywords:** Learning; PPSDM; Psychology; Training

## 1. Introduction

Education is an important thing in human life, without education there is no progress in a region, nation and country. Education is a fundamental thing in life. Education in general means a life process in developing each individual to be able to live and continue life. Seeing the current and future conditions, the availability of educated human resources with character is a very vital need to prepare for global challenges and competitiveness. After all, character is the key to individual success (Fau et al., 2023)

In developing education, individuals as part of human resources carry out the learning process. In the process, learning is influenced by many factors, which can be classified into two factors, namely internal factors, namely factors that come from within the students themselves and external factors, namely factors that come from outside the students, namely from parents, from teachers and from the community. Internal factors are divided into three, namely physical factors, psychological factors and fatigue factors. In psychological factors, there are at least seven factors that influence learning, including: intelligence, attention, interest, talent, motives, maturity and readiness. And these factors must be considered by every educator in order to be able to control and regulate learning so that it can take place effectively, directed and optimally (Umi Kulsum, 2021)

Received: November 30, 2024

Revised: December 15, 2024

Accepted: December 29, 2024

Published: December 31, 2024

Curr. Ver.: December 31, 2024



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The usefulness of educational psychology is to help in understanding the character of students. If the teacher is able to understand the character of the students, then learning will be carried out optimally and maximally in the learning process. So it is necessary for teachers to have knowledge of matters relating to educational psychology so that it can be used in the formation of the character of the students (Qudsiyah, 2024) .

The results of the study are used as a reference for the needs of educational management for human resources in an educational institution. The application of appropriate educational or learning psychology can help minimize human resource problems to strive for intelligent output quality in their respective fields accompanied by qualified characters. Educational or learning psychology is applied to help in understanding the character of human resources. If able to understand the character of these human resources, learning will be carried out optimally and maximally in the learning process. So it is necessary for teachers to have knowledge of matters relating to educational or learning psychology so that it can be used in the formation of the character of these students. Education will run effectively if the education meets the needs of psychology.

This is in line with the existence of the Human Resources Development Center (BP2MI) especially within the Ministry of Protection of Indonesian Migrant Workers/Indonesian Migrant Workers Protection Agency. The Human Resources Development Center is a supporting element for the duties and functions of the Ministry of Protection of Indonesian Migrant Workers/Indonesian Migrant Workers Protection Agency which is under and responsible to the Head through the Main Secretary. Its duties and functions as the implementer of the preparation of technical guidelines, implementation, monitoring, evaluation and reporting in the field of education and training of human resources for the Indonesian Migrant Workers protection apparatus and the implementation of pre-departure orientation for prospective Indonesian migrant workers in the government placement scheme, as well as central administration. So that in its implementation it requires elements of educational psychology to develop its training.

In accordance with the description, the researcher conducted a follow-up study aimed at examining how the influence of learning psychology on the effectiveness of training programs in ppsdm: a study on the training program for Indonesian migrant workers at the ppsdm ministry of bp2mi. The purpose of the study was to determine the influence of learning psychology on the effectiveness of training programs in ppsdm: a study on the training program for Indonesian migrant workers at the ppsdm ministry of bp2mi. Research on the influence of learning psychology on the effectiveness of training programs in ppsdm: a study on the training program for Indonesian migrant workers at the ppsdm ministry of bp2mi is a novelty in research related to the relationship between learning psychology and human resource training, especially the training program for Indonesian migrant workers.

Previous studies such as those conducted by Magfirah Nurfatimah Yusuf, Andi Shela Shakyla, Rohmah Rifani Nurfajriyanti Rasyid entitled "Effectiveness of Orientation Training Programs on Increasing New Employee Knowledge" (Yusuf et al., 2024) only examined the effectiveness of orientation training programs on increasing new employee knowledge. There is no concept of Learning psychology related to human resource training in this study. The study only shows the results that Orientation training is given to new employees to determine its effect on increasing new employee knowledge. Orientation training was given to 15 people who were new employees at PT X. The results of the Paired Sample T-Test showed that there was an increase in new employee knowledge before and after orientation training. This shows that the orientation training program for improving new employees is effective to carry out.

## 2. Literature Review

The role of learning psychology in enhancing the effectiveness of training programs has received increasing attention, particularly in human resource development contexts. Learning psychology serves as a fundamental element in understanding how individuals acquire knowledge, adapt to new environments, and develop skills critical for job performance. According to Fau et al. [1], education contributes significantly to individual and societal advancement, which reinforces the necessity of effective learning strategies.

Internal psychological factors such as intelligence, interest, motivation, and readiness are essential in shaping learning outcomes [2]. Teachers and trainers who understand these factors can create learning experiences that are both effective and personalized. Qudsiyah [3] emphasizes that understanding student character is key to achieving optimal learning outcomes. Furthermore, educational psychology facilitates the design of training programs that accommodate cognitive differences among learners [4].

The integration of educational psychology into training programs can improve learners' cognitive and emotional readiness [5]. For instance, psychological theories like those proposed by Piaget and Vygotsky provide insights into learners' developmental stages, which are vital for curriculum design. Social learning theory and constructivism also support the idea that learners actively construct knowledge through social interaction and real-world experiences [6], [7].

In the context of workforce training, especially for Indonesian migrant workers, the application of learning psychology is not only relevant but crucial. The Human Resource Development Center (PPSDM) under the Ministry of Protection of Indonesian Migrant Workers (BP2MI) incorporates psychological principles to enhance the effectiveness of its training programs. These programs target various competencies, including language proficiency, technical skills, and self-protection mechanisms during overseas employment [8].

Empirical studies support the use of learning psychology in training. Yusuf et al. [9] demonstrated that orientation training based on learners' needs significantly increased employee knowledge. Other researchers, such as Citriadin [10] and Nasution [11], have advocated for qualitative methods to explore deeper aspects of human learning behavior in training contexts.

Moreover, Muzakkir [12] highlighted that the psychological dynamics of learners must be understood by educators to implement effective teaching. A similar stance is taken by Judijanto [4], who argues that differentiated instruction—tailored to individual learning styles—can make learning more inclusive and meaningful. With the growing complexity of workplace demands, this psychological approach in education and training becomes even more critical.

Beyond the national context, research by Kolb [13] on experiential learning theory and Deci & Ryan [14] on intrinsic motivation further supports the necessity of aligning training methods with psychological principles. Similarly, Brookfield [15] advocates for critical reflection as a tool to enhance adult learning, which is highly applicable in vocational training.

In conclusion, the literature indicates a strong correlation between the application of learning psychology and the effectiveness of training programs. Psychological approaches not only support knowledge acquisition but also foster emotional and behavioral development, ultimately leading to more successful training outcomes.

### 3. Research methods

The method used in this study is a qualitative research method. This method aims to study objects in natural conditions, with researchers acting as the main instrument. Data collection techniques are carried out through a triangulation approach, while data analysis is inductive. The results of this study emphasize understanding meaning rather than just generalization (Citriadin, 2020). Qualitative research is a research method used to investigate, find, describe, and explain the quality or characteristics of social influences that cannot be explained, measured, or described by a quantitative approach (Nasution, 2023). Research methods used in the study This is a descriptive qualitative research. The approach This aims to describe the meaning of data or phenomena that can be observed by researchers, while presenting evidence that support it. The meaning of the phenomenon the highly dependent on accuracy and analytical skills researchers. In contrast to quantitative research which seeks evidence For test the hypothesis that based on in theory, research qualitative take an approach that different. Researchers go down to the field to collect various evidence through inspections phenomenon Which there is. From analysis Which done, the researcher then formulated a theory. With Thus, research qualitative is bottom-up, whereas study quantitative nature top-down. Therefore, the theory Which produced in study qualitative

This known as grounded theory, namely theory Which built on data Which obtained from field (Abdussamad, 2021) .

The type of descriptive qualitative research was chosen to be able to describe and explain how the influence of learning psychology on the effectiveness of training programs in ppsdm: a study on the Indonesian migrant worker training program at the ppsdm ministry of bp2mi. The location of the research was at the PPSDM Ministry of P2MI, South Jakarta. The source of research data includes data on PPSDM KemenBP2MI South Jakarta training. The research data consists of from a collection of information about phenomena or data related to research, which is interpreted in a certain way objective and without bias Which originate from researchers and subjects which is being researched. A information considered objective if a number of experts in field related parties can reach an agreement in assessing the information.

Research must be conducted using instruments, which function to collect data and process the results. This instrument acts as a medium or tool to collect data, so that information Which obtained is relevant to the problem want to be solved. Besides that , when analyzing data , researchers also use instrument appropriate for interpreting data based on its type. With the help of instrument said , researchers can provide information Which clear about the problem Which faced (Nasution, 2023) .

In qualitative research, the subjects involved are either as informants and participants play a role important in data collection . Researchers themselves function as the main instrument in process this , while the resource persons and participants others can be another individual who involved in research. With Thus , all subject study contribute as a data collector. Data collection techniques in qualitative research use observation techniques and library methods or documentation studies. Meanwhile, according to Sugiyono, there are four types of data collection techniques in qualitative research, namely observation, interviews, documentation and combination (triangulation). The data analysis process in qualitative research is data collection, data display, data condensation, conclusion: drawing/verification (Nasution, 2023)

#### **4. Results and Discussion**

Psychology of learning as a scientific discipline is a branch of psychology, so its study is specifically focused on learning problems so that its scope is related to learning problems (Muzakkir, 2021) . The work of a teacher is more psychological than the work of a doctor, engineer, or legal expert, therefore teachers are required to know and understand the psychology (behavior) of students during learning process by paying attention to the psychological characteristics of men and women as well as their social diversity (Muzakkir, 2021) .

Psychology in learning is very necessary for teachers or other individuals involved in the world of education so that they are better able to make decisions in solving learning problems

properly because teachers not only function as teachers but also function as educators who must be balanced in learning. Psychology in learning also makes a great contribution to teachers when they carry out teaching duties to a learning group so that their performance always considers the psychological principles of students (Muzakkir, 2021) .

Studying psychology in learning is used to solve problems in the world of education and help teachers develop a better understanding of the learning process. Psychology in learning can be used as a basis for thinking and acting for teachers, counselors, and other educational professionals in managing learning. The benefits and uses of psychology in learning help to understand the characteristics of students, whether they are slow to understand the subject matter or quick to understand the subject matter. By knowing these characteristics, teachers are expected to be able to design and implement learning optimally (Muzakkir, 2021) .

Human Resource Development Center (BP2MI) especially within the Ministry of Protection of Indonesian Migrant Workers/ Indonesian Migrant Workers Protection Agency. The Human Resource Development Center is a supporting element for the duties and functions of the Ministry of Protection of Indonesian Migrant Workers/Indonesian Migrant Workers Protection Agency which is under and responsible to the Head through the Main Secretary. Its duties and functions as the implementer of the preparation of technical guidelines, implementation, monitoring, evaluation and reporting in the field of education and training of human resources for the Indonesian Migrant Workers protection apparatus and the implementation of pre-departure orientation for prospective Indonesian migrant workers in the government placement scheme, as well as central administration. So that in its implementation it requires elements of educational psychology to develop its training.

The training program organized by PPSDM (Human Resources Development Center) KemenP2MI (Ministry of Protection of Indonesian Migrant Workers) focuses on developing the skills and competencies of migrant workers, both those who will work and those who have returned. This training aims to improve the readiness and protection of migrant workers abroad. KemenP2MI also encourages collaboration between the government, private sector, and non-governmental institutions to create an integrated training ecosystem for migrant workers. The PPSDM KemenP2MI training program is:

a. Migrant Worker Readiness

Training helps prospective migrant workers understand their rights and obligations, as well as the skills needed in the destination country.

b. Special Skills

Training often includes specific skills needed in different sectors, such as construction, maintenance or other sectors.

c. Migrant Worker Protection

This program also aims to provide an understanding of how to avoid illegal practices and protect oneself while working abroad.

d. Former Migrant Workers

The training is also aimed at retired migrant workers who want to develop themselves or start a new business after returning to Indonesia.

Example Training Title:

- a. Occupational Safety and Health (K3) Training at Operator Level.
- b. Scaffolding Operator Training.
- c. Well Maintenance Floor Operator Training.
- d. Training for Mobile Crane Operators (OPA) and Load Tie Operators for Mobile Crane Units and Riggers.
- e. Welder Training.
- f. Foreign Language Training.
- g. Industrial Waste Management Training.
- h. Livestock Product Processing Training.
- i. General purpose:
- j. Improving the quality and competence of migrant workers.
- k. Preventing the placement of unauthorized migrant workers.
- l. Providing legal and social protection for migrant workers.
- m. Facilitating the reintegration of migrant workers returning to Indonesia.
- n. The PPSDM KemenP2MI training can be accessed through the PPSDM KemenP2MI website or the Indonesian Migrant Workers Protection Agency (BP2MI).

In the context of an agency or organization, improving skills or knowledge is done in various ways, such as through a training program with the aim of improving knowledge to improve a person's skills in carrying out tasks and making more efficient decisions.

Training is a systematic process designed to improve the knowledge, skills, attitudes and behavior of certain individuals or groups. in achieving organizational goals. One of the efforts that can be made to improve employee performance is to implement adequate forms of training so that employees have the skills to carry out their duties, because training cannot be separated from comprehensive coaching and the output later is an increase in the quality of professionalism. Training is a series of activities designed to improve the skills, knowledge, experience, or changes in an individual's attitude (Velnika Elmanisar, Nellitawati, 2024) .

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So that in its implementation it involves elements of educational psychology to develop its training so that the training program runs effectively. Educational psychology plays an important role in building training theories and practices that are relevant to needs. Training programs involving learning psychology provide in-depth insights into how individuals learn, develop, and interact with the environment. Through the integration of psychological theories such as cognitive development, social learning, behaviorism, constructivism, and motivation, educators can create effective and inclusive learning strategies.

The importance of a learning psychology-based approach to improving training outcomes while supporting the development of social and emotional skills. One of the main contributions of learning psychology is helping educators understand individual needs based on stages of cognitive development. By applying theories such as Piaget and Vygotsky, educators can design curricula that are appropriate to an individual's ability to process information.

In addition, the constructivist approach allows individuals to actively construct their own knowledge through exploration and direct experience. This supports the development of critical thinking and problem-solving skills that are relevant to future life. Educational psychology also plays a role in creating an inclusive learning environment. The differentiation approach in learning strategies allows educators to meet the needs of individuals with various backgrounds and ability levels. By understanding individual learning styles, educators can increase motivation while making learning more meaningful. The integration of technology in education further strengthens the flexibility of the curriculum to meet students' personal needs (Judijanto, 2025) .

## 5. Conclusion

Learning psychology plays an important role in improving the effectiveness of human resource training. Learning psychology helps in understanding the character of human resources in PPSDM training. If the trainer in human resource training can understand the character of human resources in training, then the training will be carried out optimally and maximally. The results of the study can be used as a reference in compiling alternative solutions that are in accordance with the needs of human resources, training personnel, and managers in a government agency. The training program organized by PPSDM (Human Resource Development Center) KemenP2MI (Ministry of Protection of Indonesian Migrant Workers) focuses on developing the skills and competencies of migrant workers, both those who will work and those who have returned.

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