

## CURRICULUM MANAGEMENT OF ANGKASA NUSANTARA STAFF EDUCATION AND TRAINING SIDOARJO

Oleh:

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### Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis: (1) Perencanaan kurikulum pendidikan dan pelatihan staff humas angkasa nusantara sidoarjo, (2) Pelaksanaan kurikulum pendidikan dan pelatihan staff humas angkasa nusantara sidoarjo, dan (3) Evaluasi kurikulum pendidikan dan pelatihan staff humas angkasa nusantara sidoarjo. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan metode studi kasus. Teknik pengumpulan data dilakukan dengan cara observasi, wawancara, dan studi dokumentasi. Analisis data yang digunakan adalah analisis deskriptif kualitatif dengan memberikan pemaparan gambaran mengenai situasi yang diteliti dalam bentuk uraian naratif mulai dari tahap pengumpulan data, reduksi data, penyajian data, dan penegasan kesimpulan. Hasil penelitian dilapangan dapat dijelaskan sebagai berikut. (1) Perencanaan kurikulum pendidikan dan pelatihan staff humas angkasa nusantara sidoarjo dimulai dengan menentukan struktur kurikulum yang akan menjadi dasarnya, setelah terbentuk struktur mulai dipikirkan konsep struktur tersebut yang terdiri dari latar belakang, tujuan, ruang lingkup, standar kompetensi, dan kompetensi dasar yang nantinya akan mengatur proses pembelajaran di pendidikan dan pelatihan staff humas angkasa nusantara sidoarjo. (2) Pelaksanaan kurikulum pendidikan dan pelatihan staff humas angkasa nusantara sidoarjo mempunyai pengaturan yang berjenjang pada setiap tingkatan kelas peserta didik sesuai dokumen kurikulum yang telah disusun, setiap proses pembelajarannya selalu diintegrasikan dengan aspek dan beberapa ada yang menghasilkan produk sebagai capaian hasil belajar. (3) Evaluasi dilakukan dengan berpedoman pada sasaran mutu pendidikan dan pelatihan staff humas angkasa nusantara dan memperhatikan dimensi program dan pelaksanaan.

**Kata Kunci:** manajemen, kurikulum, pelatihan

### 1. INTRODUCTION

This world is almost no country that does not involve itself in business utilize air space through civil aviation, both nationally and international. This is due to the progress of science and technology that has been achieved, especially in the field of capable aviation creating various types of aviation guns improve the standard of living human. Organization of civil aviation both international and national must refer to international and national legal norms that are in effect, to ensure the safety of passengers, flight crew, aircraft air and goods transported. Where is the organization Civil aviation is regulated in various international conventions.

In the 1919 Paris Convention Article 1 gave a country complete and exclusive sovereignty over its territory (including with territorial waters). And state sovereignty also includes space air above its sovereign territory. Settings about sovereignty countries in the airspace in the 1919 Paris Convention have not been able to determine regarding the boundary and height of a country's airspace. However, who stipulated in this convention is about the sovereignty of each country over its airspace

Flights in Indonesia from time to time are progressing both in terms of technology and existing infrastructure. In 1966 in Indonesia, aerospace in Indonesia had begun to develop. Aerospace or aviation development in Indonesia is going quite well, although the construction of infrastructure and modeling begins with the intervention of foreign nations, namely Germany and the Netherlands. Germany provides many components, parts and human resources that are highly competent in the field of aviation. Entering 1978 Indonesia has begun to be able to assemble its own aircraft using its own human resources with only a little help given from foreign investors.

The problem is that many parents still think that general formal education such as elementary schools, secondary schools, and senior high schools is still very important and must be passed. If parents at least want to think out of the idea and begin to see more modern and better learning methods like those already applied abroad, then education in Indonesia will be more advanced and developing.

In this era of globalization, education is very much needed especially now is the modern era with increasing technology. Until now, education in value is very important and must be obtained by every community, including education and learning

about aviation. To build the image of Indonesian aviation that is good in the eyes of the world, education about the profession in the field of aviation needs to be socialized and promoted from an early age. One of them is the learning process in specialized schools that are competent to explore children's interests and equip them with skills in the field of aviation.

Many children who aspire to become pilots, when asked "What do you want to be when you grow up?", Don't answer a little "I want to be a pilot! " This proves that since childhood, adults should be able to see the hobbies and interests of children towards something. We need to know that children have characteristics that are easily shaped so that to instill a particular education will be very easy to do from an early age, in this case we are discussing flight education of course.

The goal is how to attract parents and children through promotion with the intention of forming children and businesses to enable them to participate in further aviation education. Conduct learning activities about aviation and develop basic skills according to the age level of course in the field of aviation.

Flight schools are the right place for children who aspire to become pilots, and are very enthusiastic about aircraft and flights. Developing expertise and passion in the area of interest and studying it in an education center that specializes in flight study programs is an effective way to introduce children to their areas of interest. With promotional media and the right visualization, the interests of children and parents will grow

Therefore an institution is needed to be promoted, where the institution provides infrastructure, facilities, and accommodation for children that support students in conducting learning about aviation. This educational institution needs to be competent and expert in developing knowledge about flight and children's skills in the operation of aircraft.

Understanding Management in English "management" with the verb to manage which generally means taking care or managing. In a special sense, management is used for leadership and leadership, namely the people who carry out lead activities, called "managers". Understanding Management is a series of processes that include activities of planning, organizing, implementing, monitoring, evaluating and controlling in order to empower all organizational / company resources, both human resources (human resource capital), capital (financial capital), material (land, natural resources or raw materials), and technology optimally to achieve organizational / company goals.

According to James A.F. Stonner, the notion of management is a process of planning, organizing, leadership, and controlling the efforts of members of the organization as well as the use

of all existing resources in the organization to achieve organizational goals that have been previously set.

According to Robbins and Coulter (2007) management is the process of coordinating work activities so that the work is resolved efficiently and effectively with and through other people. Efficiency refers to obtaining the largest output with the smallest input; described as "doing everything right." While effectiveness refers to completing activities so that organizational goals can be achieved; described as "doing everything right."

According to Heene and Desmidt (2010) management is a series of continuous human activities in achieving a predetermined goal. According to Hersey and Blanchard (2005), "Definition of Management is art and science in planning, organizing, directing, motivating, and controlling people and working mechanisms to achieve goals. " According to the Big Indonesian Dictionary, management is "the effective use of resources is possible to achieve the goal". In curriculum management activities are focused on the smooth development of teaching and learning situations. But here before we discuss about the forms or methods of administration, we need to state the basic understanding of some aspects of the curriculum itself.

The last understanding states that the curriculum is all the educational experience provided by the school to all of its students, both done in school and outside of school. the experiences of students in schools can be obtained through a variety of educational activities including: attending classes, practice skills, sports and arts exercises, and tourism activities or practices in school laboratories. Sometimes people say the curriculum is an "education and teaching plan" or even shorter "education program". Indeed there are still many among us traditional educators (teachers) with regard to this curriculum. The curriculum consists of certain lessons that aim to convey past culture a number of knowledge that must be taught to children, because often this knowledge is taken from certain textbooks that are considered good, then the curriculum is determined by textbooks. So it is clear that the notion of a similar curriculum limits children's experience to learning situations in the classroom and not, ignores educational experiences outside the classroom. The school curriculum is the main determinant of school activities. Various activities are carried out at the school starting from the opening of the school door to the bell home. Likewise with students who start school, they conduct learning activities based on the applicable curriculum and are always adapted to the development of science and technology.

The curriculum is the heart of education. The success of education lies in the success of the

curriculum. In this case the curriculum starts from planning to implementation and assessment, which plays a role in decision making regarding the curriculum itself. For this reason, in order to guarantee the success of the curriculum, proper and systematic management is needed. A well-coordinated curriculum management or management will support the success of achieving educational goals. Education takes an important role in educating the nation's life today. However, various efforts that have been made by the government to improve the quality of education have not shown satisfactory results. From the UNDP Report showing the number of the Indonesian Human Development Index (HDI) which is one indicator of the quality of education in Indonesia far behind other countries in Asia. The low quality of education is caused by various factors.

The curriculum and teaching programs are the foundation of the educational process held at an educational institution, Planning and development of the national curriculum have been carried out by the Ministry of National Education at the central level. However, the school also has the duty and authority to develop local content curricula according to the capabilities and needs of the local community.

Talking about the world of aviation is not a percussion thing in everyday life. Because during R.I 4.0 flight facilities had not become extraordinary but it had become a common thing. Such problems are often seen on television regarding the crash of a plane or the collision of a plane. That is the reason the root of the problem is about the lack of competency of an implementer in the field that causes accidents. Therefore it is necessary to formulate the right curriculum to be applied in flight education and training.

Research in the aviation world has rarely been found. Because most people who want to multiply data in aviation agency may be entangled with complicated bureaucratic rules. So regarding research on curriculum management there have been many who have researched but the authors have not found research that addresses the objects in the world of aviation.

In the study of this article, we will explain about how to design a quality curriculum for the aviation world in the space education and training of the archipelago. In order to anticipate the occurrence of one of the things the author has described in the previous paragraph's explanation.

## 2. RESEARCH METHODS

This study uses descriptive analytical methods with qualitative approaches and case study designs. The main data sources in this study are words and actions, the rest are additional data documents and others. Words and actions of people

who can be observed in the environment of education and training of the archipelago's public relations staff, namely: the director, and the managing director. The main data source is recorded through written notes, and taking pictures with the camera. Data collection techniques in this study were carried out in four ways, namely: observation, interview and documentation study. This research also uses data analysis techniques through data collection (Data Collection), Data reduction (Data Reduction), Data presentation (Display Data), and verification and Conclusion Drawing and Verification. The stages of this research are the pre-field stage, field work, data analysis, and evaluation and reporting.

## 3. RESULTS AND DISCUSSIONS

The following is an explanation of the research findings and discussion on Curriculum Management in the Indonesian archipelago space education and training with subfocus research: (1) Archipelago space education and training curriculum planning in Sidoarjo; (2) Implementation of the archipelago space education and training curriculum in Sidoarjo; (3) Evaluation of the education curriculum and space training of the archipelago in Sidoarjo can be explained as follows.

### Planning the archipelago space education and training curriculum in Sidoarjo

Curriculum planning is planning learning opportunities that are intended to foster students in the direction of desired behavioral changes and assess the extent to which changes have occurred in students.

5 things that affect planning and decision makers:

1. Philosophical
2. Content / material
3. Learning management
4. Teacher training
5. Learning system.

Planning is a complex social process and demands various types of decision-making levels. As in general the formulation of the planning model must be based on rationality assumptions with careful processing. This process is carried out with systematic consideration of the relevance of philosophical knowledge (meaningful knowledge issues), sociology (social tendency arguments), and psychology (in determining the order of subject matter).

Based on the research findings, it shows that: (a) curriculum planning is motivated by thinking that is able to increase the creative power of Indonesian space education and training students in Sidoarjo. as educational institutions want to develop the mindset of public relations staff in their students towards the global market era, want to make students able to be independent (b) Planning is done by structuring the curriculum starting from its background, curriculum objectives, competency

standards, and basic competencies that will be directly related in the learning process. (c) Performed by the training party itself by involving the management team. (d) The philosophical basis of curriculum planning based on the rules of the ministry of transportation. education then we make planning as a strategic first step to determine the next step in the framework of advancing education. (e) Curriculum planning has not been followed by planning content or material in the curriculum, where the application of temporary content is still general in nature and is more manifested through supporting programs. (f) Follow-up curriculum planning is still very simple by only drafting the results of previous planning in the form of curriculum structure. One of them is by setting goals. After that, determine the competency standards and basic competencies that describe each competency standard.

Furthermore, the PR staff-based curriculum planning process conducted at the research site is still very simple when viewed from Susilo's opinion (2008: 155) which states that the task of training institutions in curriculum planning is to understand the national and local competency and syllabus standards that have been developed by Ministry of National Education and District Service, develop curriculum in accordance with the conditions of students and the needs of the community around the school, develop teaching materials, and make standards of competence, core competencies, and research instruments as forms of learning models. Based on that education and training institutions should be able to improve curriculum planning by developing teaching materials that are appropriate to the school base and relevant to the development of education and developing learning models that are also in accordance with the institution's base.

Based on the above explanation in the opinion of the researcher that curriculum planning carried out in educational institutions and training of space relations staff of the Sidoarjo archipelago must be more varied and carried out by looking at aspects of material content as well as the development of dynamic learning models. Public relations staff is indeed an aspect of curriculum development in the education and training institutions of the public relations staff of the Sidoarjo archipelago by developing the independence of students but institutions must not abandon the basic principles of education by teaching other noble values such as honesty, harmony, mutual cooperation etc. It is all a manifestation of the process of creating educational output that is competent, cultured, and moral according to religious teachings.

The implementation of the education curriculum and training of the space public relations staff of Sidoarjo

Based on the research findings show that: (a) The implementation of the education curriculum and training of the archipelago's public relations staff in Sidoarjo. done by integrating on all subjects, there are even some subjects that are required to produce products as a form of achievement of their learning outcomes. The curriculum has a tiered arrangement.

Teacher readiness in carrying out the education curriculum and training of archipelago space public relations staff in Sidoarjo needs to be a little forced to maximize their abilities, all teaching staff are still learning about PR staff. (c) Having a number of excellent programs including providing 40% of the curriculum based on public relations staff, workshops or seminars on public relations staff, product exhibition of public relations staff, on the job training (OJT) or internships, outside class education (industry visits). (d) During this time the PR staff was considered very contributing in supporting the development of the learning process, especially in shaping the nature of independence in students. (e) Supporting programs created by institutions have been able to grow the spirit of student public relations staff marked by the presence of several graduates who continue to develop their competencies. (f) Public relations Staff based curriculum implementation. there are still weaknesses including the lack of adequate facilities, limited staff of public relations staff, and a lack of innovation in development of the implementation of the curriculum. (g) The public relations staff based curriculum in the education and training institutions of the archipelago public relations staff in Sidoarjo is expected to be able to help actualize students in the institution.

Public relations staff based curriculum implementation in educational institutions and training of archipelago space public relations staff in Sidoarjo needs to be innovative and preparation in its implementation. The curriculum needs to be developed based on Rusman's opinion (2009: 75) that, there are several things that influence the implementation of the curriculum that has been designed including the quality / ability of teachers to understand the essence of the objectives of the curriculum, meaning that all teachers must understand public relations staff and its application to the learning process, the ability to describe curriculum objectives that are still general in nature becomes a more specific goal, the ability to translate specific objectives in learning activities. Concepts or application concepts need to be translated into learning activities, learning methods or developing the ability to apply concepts. Second, the curriculum implementation model. Where the space education and training institutions of the archipelago in Sidoarjo carry out a public relations staff based curriculum in a conventional and less varied manner by simply integrating its content across all subjects.

While according to Hamalik (2010: 185-186) states, "the implementation of the curriculum is divided into two levels, namely the implementation of curriculum level institutions and class levels". This is in accordance with the findings of the study that the implementation of a public relations staff based curriculum in educational institutions and training in the public relations staff of the Sidoarjo archipelago was carried out in stages according to the education level of the students. In addition, the implementation is supported by supporting program arrangements that have been scheduled and implemented in the framework of developing the institution's public relations staff.

Based on the implementation of the public relations staff based curriculum in the education and training institutions of the public relations staff of Sidoarjo, according to researchers the implementation of the public relations staff based curriculum there needs innovation so that public relations staff can be quickly transmitted to students. Good implementation is carried out according to plan. The public relations staff based curriculum needs to be supported by all citizens of the social relations staff and training institutions of the Sidoarjo archipelago, especially the readiness of all teachers in the space education and training staff of the Sidoarjo archipelago in accordance with the above theory which explains that the support of all elements of the institution is very influential the success of the curriculum.

#### **Public relations staff based curriculum evaluation at the space education and training center in Surabaya**

Based on the research findings conducted, it shows that: (a) Evaluation activities are carried out every new school year based on the quality objectives that have been made. Paying attention to the dimensions of the program in which there are objectives, curriculum content, and curriculum guidelines.

Then the second dimension of implementation is input, process, output and impact. (b) Involving the institution's management team consisting of the president director and the managing director of all fields. Also present were representatives from the transportation agency. (c) The principle used when the evaluation process includes, the principle of integration, namely the compatibility between objectives, learning material, and learning models. In addition, in the evaluation process the institution also involves the active participation of students, and the principle of coherence between the material taught and the level of ability of students. (d) The implementation of evaluations is sometimes followed by the formulation of learning materials if they are not in accordance with the curriculum objectives. (e) Improvement of the method of presenting material is not included in the curriculum evaluation

activities considering the methods of each teacher also differ according to their respective styles. (f) Weaknesses in the evaluation are due to the uncertain schedule of evaluation activities because it adapts to the agenda of the institution. In addition, the evaluation process carried out does not adequately examine the interrelationships between components in the curriculum. (g) The purpose of this curriculum evaluation activity is to find out how the level is the success of the curriculum in supporting the development of the school's entrepreneurship base.

The implementation of entrepreneurship-based curriculum evaluation in the space public relations staff and training institutions of the archipelago in accordance with the opinion of Syaodih (2010: 172) that curriculum evaluation plays an important role both in determining education policy in general, and in decision making as a further development or improvement in the curriculum, where usually the evaluation process is guided by an evaluation tool to achieve the goal. The results of curriculum evaluation can be used by education policy holders and curriculum developers in choosing and establishing policies for the development of the education system and the development of curriculum models used. In this PR staff based curriculum the evaluation results can be used by the institution's management team to improve and develop the content curriculum.

This is supported by the opinion of Hamalik (2010: 237) that curriculum evaluation / assessment is a process of making considerations in order to examine or control based on an agreed set of criteria or evaluation tools and can be accounted for in making decisions regarding curriculum development. Based on several reviews according to the experts above, it shows that it is in accordance with the implementation of the public relations staff curriculum-based evaluation activities in educational institutions and training in the space relations staff of the Indonesian archipelago using assessment tools or instruments based on the school quality target documents. The evaluation process is carried out by the institution's management team and stakeholders with results can be used as guidance in improving the school's flagship program.

According to Rusman (2009: 11) states, in practice evaluation has a very broad nature, students are often tested to identify the main problem areas related to the development base of the institution. The curriculum can be a field of testing during development to ensure the accuracy of certain class levels in the process of integrating public relations staff content and with regard to a range of skills and content that they design for learning. In this case the institution needs to conduct an evaluation to assess the extent to which the level of relevance of the curriculum developed with the real situation that develops in the

environment. In addition, the curriculum also needs to be measured for its effectiveness in order to find out the extent of its role in supporting the base that has been chosen by the institution.

Curriculum evaluation or curriculum evaluation is part of the management system. Evaluation aims to collect, analyze and present data for determining decisions about the curriculum whether to be revised or replaced. According to R. Ibrahim (2004) the outline curriculum model is classified into four clump models, namely:

- Measurement, evaluation is basically a measure of students to express individual or group differences.
- Congruence, evaluation is basically an examination of conformity or congruence between educational objectives and learning outcomes achieved, to see further where changes in educational outcomes have occurred.
- Lighting, evaluation is basically a study of the implementation of the program because of the influence of environmental factors, the pleasures and weaknesses of the program, and the influence of the program on the development of learning outcomes.
- Evaluation of the Education System, evaluation of most of the performance of each program and criteria, which will end with a description and assessment.

The curriculum cannot be active statistics, but it will always change and be active dynamically. This is related to the curriculum that is very important by changing the environment that requires it to be done. Demand is good because of the needs of students and the needs of the community that continue to increase and continue to increase.

The core curriculum improvement is to improve the quality of education which can be highlighted from two aspects, processes, and products. Process criteria focus on the efficiency of implementing the curriculum and instructional system.

Research in the aviation world has rarely been found. Because most people who want to multiply data in aviation agency may be entangled with complicated bureaucratic rules. So regarding research on curriculum management there have been many who have researched but the authors have not found research that addresses the objects in the world of aviation.

Meanwhile, according to researchers, the implementation of a public relations staff based curriculum evaluation in educational institutions and training of aircraft public relations staff in the Sidoarjo archipelago must be done one of the curriculum development efforts that can be carried out. Through formative evaluation it is hoped that there will be continuous program improvements.

#### 4. CONCLUSION

From the explanation above, there are several important points that can be concluded in the management of the education curriculum and training of the archipelago space PR staff as follows.

The implementation of the curriculum is carried out by integrating public relations staff on all transportation service rules with some of them producing products as a manifestation of their learning outcomes. The curriculum has a tiered arrangement. Teacher readiness in carrying out the curriculum needs to be a little forced to maximize its capabilities, all teaching staff are still learning about public relations staff. excellent programs include providing 40% of the curriculum based on public relations staff, workshops or

Public relations staff based curriculum evaluation at the space education and training center in Surabaya. Based on the research findings conducted, it shows that: (a) Evaluation activities are carried out every new school year based on the quality objectives that have been made. Paying attention to the dimensions of the program in which there are objectives, curriculum content, and curriculum guidelines. Then the second dimension of implementation is input, process, output and impact. (b) Involving the institution's management team consisting of the president director and the managing director of all fields. Also present were representatives from the transportation agency. (c) The principle used when the evaluation process includes, the principle of integration, namely the compatibility between objectives, learning material, and learning models. In addition, in the evaluation process the institution also involves the active participation of students, and the principle of coherence between the material taught and the level of ability of students. (d) The implementation of evaluations is sometimes followed by the formulation of learning materials if they are not in accordance with the curriculum objectives. (e) Improvement of the method of presenting material is not included in the curriculum evaluation activities considering the methods of each teacher also differ according to their respective styles.

#### 5. SUGGESTION

Curriculum management is a management of the success of an education. The curriculum is the heart of education, and through curriculum management it is undoubtedly the goal of education. For this reason, curriculum developers in deciding, designing, implementing, and evaluating a curriculum need appropriate management from various lines / sectors. Management science should be owned by every curriculum developer to minimize the failure of the curriculum.

Suggestions that can be given by the writer based on the research findings and discussion of the results of the research are addressed to:

The main director of education and training institutions for space public relations staff in Sidoarjo Good managerial skills of education and training institutions in the public relations staff of the Sidoarjo archipelago are expected to be maintained and always guide all of their staff to continue to expand their scientific treasures.

Managing director of education and training institutions for public relations staff of the Sidoarjo archipelago Creative ideas are highly expected, especially in curriculum planning and implementation. Communication links of all citizens of the educational institutions and training of the space relations staff of the Sidoarjo archipelago especially the management team of the institution must also be improved given the success of education as well as the success of the curriculum

Teachers of education and training institutions in the space public relations staff of Sidoarjo. Increasing the ability of pedagogy and professional teachers is always developed considering the teacher as the implementer of the curriculum directly to students, so the success of the implementation of the curriculum is certainly very supported by the ability of an implementer.

Another researcher

Hopefully the research that has been done can be a reference and information and a better development in conducting research in the same field related to public relations staff based curriculum management.

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