

ASSESSING STUDENT'S READINESS FOR WORKING : A SOFT SKILL PERSPECTIVE ON SCHOOL'S LED INTERNSHIP PROGRAM

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Article Info

Article history:

Received Sept 29, 2018

Revised Oct 20, 2018

Accepted Oct 31, 2018

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ABSTRACT

This research aims to know the influence of the work practices of the industry (prakerin) or commonly called internships students on vocational schools computer network engineering programs skills by finding the answers to (1) the constraints being experienced in the implementation of the internship students, (2) efforts are being made to facilitate school students in the implementation of the internship, (3) industrial conditions that contribute to internship, (4) the role of apprenticeship in preparing students enter the workforce, (5) swept up from apprentice implementation against the ability the practice of students. This research uses the participant from the teacher as much as 5 participants, from the students as much as 9 participants and industry as much as 4 participants with random sampling. This research uses qualitative descriptive method of data collection in the form of interviews to answer problems and use of data triangulation analysis to analyze the results of the interview. Seeing the situation, researchers are trying to find answers to these problems to motivate students of vocational school that will run an internship with the show the benefits that will be able students in internships as a provision towards career after graduation the school. In this study researchers using qualitative descriptive method to find answers to problems that arise. Researchers found that the presence of an intern is expected to be more mature, preparing and ripen in dabbling in the world of industry and society by becoming a skilled workforce. have the competitiveness as well as the presence of team work in carrying out the work with a good and professional management. With the abilities, skills and attitude to work, not with just enough diploma. Soft skill into more value for students in post-graduate internship experience. So with the findings expected to be part of the motivation of students to perform an internship with a serious and useful benefit to reach working age.

Keywords: Internships, Work Practices Industry, Prakerin, Soft Skills, Work Readiness, vocational school

DOI: <https://doi.org/10.20961/joive.v1i1.35761>

1. INTRODUCTION

Vocational education of dual system education program to know. This program utilizes the learning environment at school and outside school in the process of learning as mutually supportive place to learn. This concept facilitates interaction between students with the industry so that students possess practical experience in a real work environment. The implementation of a dual system education program through the work practices of the industry (PRAKERIN) or an internship is expected to help the students to enter the workforce.

This is demonstrated on the basis of observations that have been implemented in a variety of industry partners who were interned by the various schools, referring to the data results of the skills students as well as interviews with some of the students who will carry out an internship. Hamalik (1990) explains that vocational education is a form of development of basic education of skilled talent and habits that lead to the working world, viewed as an exercise of skill not program student at the institution maximum options for further study and or get a job.

Endah Andayani (2016) concludes that in the world of work, soft skills became indispensable existence starts from the recruitment process or selection of the employees to work at the time of course. The balance between the ability of hard skills and soft skills are indispensable in the world of work. If you a hard skill alone owned then someone will be knocked out by those who have the ability to soft skill. In this study, researchers observed that the readiness in entering the world of work can be shown armed with experience and good attitudes in lessons as well as in the activities of the intern. especially for students of vocational school computer network engineering programs.

Vocational school opens the computer network engineering programs hope was able to follow the development of the age with the rapid development of technology that exists today. So the need to create a generation that is able to compete in the workforce not only with fellow workers from within the country, but also from abroad. Manpower is needed at this time is not just relying on the value of a high school. However, experience gained, skills that are owned as well as proficiency in communicating against the perpetrators of the industry also brought to the attention of the owner of the industry.

This research has found that not only the effect on schools, the internship is also expected to have an effect outside of school for students. And with the management of the good and true, then an internship also gives useful benefits for the life of their future after graduation. Such as job seeking, business owners will consider further the existence of evidence that the student has done an internship.

2. RESEARCH METHOD

This research uses Qualitative research methods, namely a study aimed to describe and analyze the phenomena, events, social activities, beliefs, perceptions, thinking people individually and group [9]. Qualitative research data sources used in this research was interviews with participants and documents. In this study, the researchers took several participants who support, including Students of Class XI computer network engineering programs, teachers supervising internship and the internship supervisor/Owners in the industry. With time duration research in 5 days with gradual implementation. Time in the implementation of the interview an average of 3 hours for students, 8 minutes for teachers and 5 minutes for the industry with a total of 90 minutes of recorded data. The data are then tested using triangular truth data. Summary data presented in the form of a qualitative descriptive nature of the report.

3. RESULT AND ANALYSIS

3.1. RESULT

- **Soft skills become more value to students after the internship.**

The participants in an internship has a positive effect on the soft skills of students. Students will better understand the aspect of life because it is already associated with the world of work. As spoken by a correspondent student internship guide teacher "*Lebih untuk ketersiapan siswa, untuk mendewasakan anak juga, berkecimpung bersosialisasi dengan dunia luar kan beda dengan di sekolah*" (the correspondent A.5). "students will be better prepared, to create a more mature students, also been socialising with the outside world right unlike in school". From the view of students that internships also provide benefits for the life of their future after graduation. So that students can easily measure the ability to find a job after leaving school. "*Saya siap karena itu membuat pengalaman bekerja buat saya pengalaman pribadi*" (the correspondent B.5). "I am ready because it makes the experience of working for me personal experience". In line with Regulation number: 1489/U/1992, besides they prepare students in entering employment and develop a professional attitude [8]. Because with the internship can also gain experience in working.

When searching for jobs, business owners will consider further the existence of evidence that the student has done an internship with more on soft skill assessment. In order to become an apprentice can prepare skilled labor and had the competitiveness, then Intern needs to be managed properly and professionally from the school and the industry.

- **Mapping internship students played an important role in the results of the internship.**

The school was instrumental in the passage of student internships in industry, one of them in the selection of the place of internship in the exercise. In the selection of school places facilitates the option list of intern work with school when carrying out an internship before. But in this case the school allow students looking for in advance so that the place used to intern in accordance with his wishes and his ability. The votes contributed to the successful implementation of internships, including a provision for the independence and the attitude of the maturity of the students. As a correspondent of teachers submitted in the selection of the place of internship.

“siswa di izinkan mencari tempat sendiri, dengan maksud dan tujuan melatih kemandirian siswa, kami berasumsi, kalau siswa mencari sendiri tempat pkl, siswa belajar kemandirian bersikap dewasa, nanti setelah lulus siswa juga akan berani mencari pekerjaan sendiri” (the correspondent A.4). "allow students to find a place of her own, with the intent and purpose of the self-reliance of students, we assume, if students find their own place of street vendors, students learned self-reliance being mature, later after graduating students will also dare to look for a job itself".

It is relevant to that already expressed [3]. Steps that can be done in improving the quality of apprentices among them with the preparation of a more mature program, an internship site selection to suit the skills of students, as well as supervision/mentoring to the maximum to support the passage of the internship.

- **The development of teamwork between the internship students is important.**

Sometimes in an industry that made the place of internship is not only one of the students who perform internships in the industry. But also from some students of other school. So with the internship the students should be able to understand the nature, character and personal to others. As delivered by a correspondent student that “Ada kendala di pekerjaan anak lain SMK” (the correspondent B.7). "there are constraints on the work of the other students of the school". Tracy [10] stated that team work is an activity that is managed and carried out a group of people who are members of an organization. Teamwork can improve teamwork and communication within and between parts of the company. Work in the team of people who have the distinction of expertise so that made power in achieving company goals.

During the internship students are expected to train a good teamwork with employees, owners, as well as fellow student internships. So the existence of a problem can be a learning attitude for students. Because in carrying out a job either in the industry or in the field not only held by one person, but also the presence of team work. When one part in the team's not doing its job properly, then it will affect the work inhibit the achievement of business objectives and other jobs.

3.2. DISCUSSION

An intern has a positive effect on the soft skills of students. Students will better understand the aspect of life because it is already associated with the world of work. As spoken by a correspondent teachers who guide students internships. The apprentice assessed more on readiness of students, to make students more mature too, been socialising with the outside world. In addition they prepare students in entering employment and develop a professional attitude. Because with the internship can also gain experience in working. Schools contribute to successful implementation of internships are included in order to provide independence and maturity of students. In the internship is expected to not only train students hard skills, but also their soft skills. In the implementation of the internship will be found despite various obstacles, it is expected to be to train yourself and teamwork, both with employees, owners, as well as fellow student internships. So the existence of a problem can be a learning attitude for students to be more mature. That way, the students will feel the positive effects such as soft skill, good coordination and teamwork from the execution of the internship to life.

4. CONCLUSION

Based on the results of research and data analysis conducted on the influence of internship students of vocational schools, it can be inferred that the internship program provides a positive influence. Indicated with a few things that can be found in the results of the analysis.

For students of the existence of an intern is expected to be able to make up, prepare and ripen in dabbling in the world of industry and in the community. By becoming a skilled workforce and competitiveness as well as the presence of team work, in carrying out the work with a good and professional management. Work readiness is the ability, skills and attitude to work, not with just enough diploma. If students are less absorbing in the apprentice, then, not only effect conferring on the achievement of learning in school, but also when entering the workforce. Schools can take notice that to improve the quality of internship, apprenticeship places for student elections need to be tailored to the capabilities of the students. It can be seen from the development for learning. And hosts a variety of problems that are found. For the industry how long industry experience in managing the implementation of the internship is also influential in the smooth running of the internship. Coordination with the school as well as granting adapts to the student's field of expertise so that students feel comfortable in carrying out an internship with guided and good communication between the student and the owner of the industry.

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