Employabilty Skills of LP3I Jakarta Polytechnic Students in Industry

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Abstract:- This study aims to describe the employability of students who work at the companies. The research method used is descriptive analytic. Data obtained from 67 companies. The variable used is work skills (employability) which consist of personal skills, communication skills and technical skills. The results showed that the company assessed the application of students 'personal skills with an average of 3.71 (Good), the application of communication skills with an average of 3.42 (Good) and the application of students' technical skills with an average of 3.75 (Good).

Keywords:- Employability , Personal Skills, Communication Skills, Technical Skills.

I.   INTRODUCTION

According to data from the Central Statistics Agency (BPS) in February 2018, the number of educated unemployed in Indonesia was 950,533 unemployed consisting of 220,932 from academies and 729,601 from universities. So that the total unemployment is 950,533 or this amount is equivalent to 13.58% of the total open unemployment, which amounts to 7,000,691 people who do not have a job (BPS, 2018). This shows that many high education graduates are not accepted to work in industry because of the quality of graduate competence does not meet the competency standards desired by the companies.

According to Tilaar (1991) that The incompatibility between vocational education and the industrial world is not only in the demand for labor and available jobs but also related to the suitability of the curriculum that is not in accordance with company standards.

Vocational tertiary institutions or universities must align their curriculum with industrial needs. With the focus and integration of the curriculum with the industrial world, it is hoped that universities can produce output (graduates) that are ready to be absorbed by the job market and make graduates who have the skills and expertise needed by companies. Therefore, renewal of education, curriculum, and learning must always be implemented from time to time and never stop. Education, curriculum, and competency-based learning are examples of the results of changes intended to improve the quality of education and learning (Mukminan, et al., 2008).

In the research of Mukminan et al (2008) that improving the quality of education, curriculum, and learning must be carried out every time. Education, curriculum, and competency-based learning are the results of reforms to improve the quality of education and learning.

Currently, companies not only want quality hard skills, but also soft skills. The soft skills are in the form of skills in adaptation, skills in communication, skilled in leadership, have initiative, will and motivation, commitment, skilled in decision making, optimism in life, socialization, etc.

Companies prefer to recruit workers who have work skills and are ready to work, which greatly benefits the companies.

The Jakarta LP3I Polytechnic (PLJ) prepares its students to work in Industry before they graduate from college. Students are provided with various kinds of employability skills, both hard skills and soft skills.

The purpose of this research was to determine the level of students' ability to apply employability skills in the companies.

II.   LITERATURE REVIEW

Employability Skill can also be referred to as general skills. According to Hanafi (2012) that to get a job at a company, job seekers are required to have work skills in their fields or technical skills at work. Employability are job skills possessed by workers to do the job. This is in accordance with the research of York & Knight (2004) that workers who have various job skills can do the job well and effectively.

Employability skills are very important in doing jobs that require initiative, flexibility, and do different jobs. According to Hanafi (2012) employability skills consist of (1) basic skills such as reading skills, writing and arithmetic skills; (2) interpersonal skills consisting of skills in communication and team work; and (3) personal attributes which consist of being skilled in dealing with change or skilled at adapting to adaptations in society.

According to Hanafi (2012) job skills include (1) basic skills which include reading, writing and arithmetic; (2) interpersonal skills which include communicating and working in teams; and (3) self-attributes which include learning ability and ability to deal with changes that always occur in society. Meanwhile, according to Yorke (2006) successful in getting a job and being successful at work, graduates must have employability skills where employabilities skills are a variety of work skills possessed by workers.

Employability skills are a special part of what are better known as general skills. the definition of job skills according to the International Labor Organization (ILO) that employability skills are the skills, knowledge, and competencies a person has to get a job and develop a career in the workplace. According to research by Cleary et al (2006), by having Employability skills, workers can also find or get other jobs easily if the worker is terminated. The term employability skills in several countries and institutions is different. The UK defines Employability skills as core skills, key skills, general skills; Australia states that employability is a key competency, job skills, general skills; in America, employability skills are basic skills, the skills used; The French state describes employability as a transferable skill; in the State of Sigapura employability is a critical support skill; ASEAN countries explain job skills as core job skills / core skills for employability (ILO) (Brewer, 2013).

Personal Competence/skill

According to Charles E. Jhonson in Wina Sanjaya (2005: 34) that personal competence is competence related to self-development.

Personal competence is the competence possessed by individuals who are related to having a wise, stable personality, having a stand and having charisma and role models.

In the research of Ruben & DeAngelis, (1998) that personal competence is having positive behavioral competence, has high motivation, having good adaptability skills to the environment, having integrity, is able to solve problems well, is able to make decisions well, has analytical power, achievement and have commitment.

Communication Skills

Communication skills are skills that individuals have in sending messages to message recipients (Cangara, 1998: 23). According to Nevizond Chatab (2007: 29) that communication skills are skills or abilities in communicating with humans where messages or information can be understood well. Communication skills need to be learned and trained because communication skills are not abilities that are acquired from birth and appear suddenly (Supratiknya, 2003: 12)

Technical Skills

Technical skills are needed in doing work that is technically related. Technical work is in the form of IT work (creating programs), engineering, mechanics (using special tools), science, or finance (analyzing complex numbers). To acquire technical skills requires training.

A salesperson must have sales technical skills to increase and support sales. As for sales skills in the form of mastering product knowledge, understanding product uses, product functions, product technical knowledge and procedures (Rentz, et al ,2002)

III. METHOD

Methodology

The method used in this research is qualitative research which is descriptive analytic. The respondents of this research were 67 companies that employ students of Polytechnic of LP3I Jakarta (PLJ). The primary data used in this study were a questionnaire and a five-Likert scale.

Table 1 Component, parameter and Method of Measurement

Research Title	component	Parameter	Method of Measurement
EMPLOYABILTY SKILLS OF LP3I JAKARTA POLYTECHNIC STUDENTS IN INDUSTRY	Personal competence	a. able to adapt to the workplace b. Able to adapt to work colleagues and team work c. Able to complete work on time d. Able to complete routine work and solve problems e. Good self confident f. Able to make work reports to superiors properly g. able to learn new things well h. High integrity at work i. Initiative and creative at work j. Compliance with company regulations. k. Have a good work ethic	QUESTIONNAIRE COMPLETED BY 67 COMPANIES USING FIVE LIKERT SCALE
	communication competence	a. Communicate with superiors and coworkers well b. Able to communicate with teamwork members c. Able to negotiate and act as a deterrent d. Able to propose ideas e. able to make presentations f. a good response to the job given g. understand orders from superiors well	
	Technical competence	a. Able to use Microsoft Word & Power Point applications b. Able to use Microsoft Excel application c. Able to speak English both speaking and writing	

	d. Able to do work based on Job Description e. use office equipment properly f. Able to type well, compose letters, compile documentation	

IV. FINDINGS

This research is a survey research using descriptive statistics. Data taken from 67 companies and interpreted data in average form is shown in Table 1

Table 2 Interpretation of Levels

Mean Score	Interpretation of Levels
4.21 - 5.00	Very Good
3.41 - 4.20	Good
2.61 - 3.40	Enough
1.81 - 2.60	Less
1.00 - 1.80	Not Good

Personal Competencies

Table 3 Application of Personal Competencies

N0	APPLICATION OF PERSONAL COMPETENCE		
	CATAGORY	SCORE	LEVEL
1	able to adapt to the workplace	3.87	Good
2	Able to adapt to work colleagues and team work	3.86	Good
3	Able to complete work on time	3.32	Enough
4	Able to complete routine work and solve problems	3.53	Good
5	Good self confident	3.47	Good
6	Able to make work reports to superiors properly	3.53	Good
7	able to learn new things well	3.46	Good
8	High integrity at work	3.83	Good
9	Initiative and creative at work	3.36	Enough
10	Compliance with company regulations	3.71	Good
11	Have a good work ethic	3.64	Good
	AVERAGE	3.60	Good

Table 3 shows the companies's assessment of the application of student personality competencies in the companies as follows: able to adapt to the workplace is good (3.87), Able to adapt to work colleagues and team work is good (3.86), Able to complete work on time is enough (3.32), Able to complete routine work and solve problems is good (3.53), Good self confident is good (3,47), able to learn new things well with good grades (3.46), High integrity at work (3.83), Compliance with company regulations is good score (3.71) and Have a good work ethic (3.64) . The average score of students' personal competence is 3.60 with a good average

Communication Competencies

Table 4 Communication Competencies

NO	APPLICATION OF COMMUNICATION COMPETENCE		
	CATEGORY	SCORE	LEVEL
1	Communicate with superiors and coworkers well	3.59	Good
2	Able to communicate with teamwork members	3.67	Good
3	Able to negotiate and act as a deterrent	3.24	Enough
4	Able to propose ideas	3.05	Enough
5	able to make presentations	3.08	Enough
6	good response to the job given	3.68	Good
7	understand orders from superiors well	3.63	Good
	AVERAGE	3.42	Good

Table 4 shows the Companies 'Assessment of the ability level of applying the Communication competency of PLJ students as follows: Communicate with superiors and coworkers well is good score (3.59), Able to communicate with teamwork members (3.67), Able to negotiate and act as a deterrent is enogh score (3.24), Able to propose ideas (3.05), Ability in presentation is enough score (3.08), good response to the job given is good score(3.68) and understand orders from superiors well (3.63). The average of of student communication competences is good score (3.42).

Application of Technical Skills in the Workplace

Table 5 Application of Technical Competencies

	CATEGORY	SCORE	LEVEL
APPLICATION OF TECHNICAL SKILLS		
1	Able to use Microsoft Word & Power Point applications	3.96	Good
2	Able to use Microsoft Excel application	3.95	Good
3	Able to speak English both speaking and writing	3.16	Enough
4	Able to do work based on Job Description	3.66	Good
5	use office equipment properly	3.87	Good
6	Able to type well, compose letters, compile documentation	3.89	Good
	AVARAGE	3.75	good

Table 5 shows the average value of Student Technical Competencies in the Companies as follows: Able to use Microsoft Word & Power Point applications is good score (3.96), Able to use Microsoft Excel application with a good level (3.95), Able to speak English both speaking and writing is enough score (3.16), Able to do work based on Job Description is good level of score (3.66), use office equipment properly is good score (3.87) and Able to type well, compose letters, compile documentation is good score (3.89). The average level of company satisfaction with students' engineering competence is 3.75 with a good level

V. CONCLUSION

The conclusion of the research results regarding the company's assessment of students' employability skills in the company is as follows

a. The companies's assessment of the personal competence of students is good with an average score of 3.71
b. The assessment of companies on student communication competence is good with an average score of 3.42
c. The assessment of companies on the technical competence of students is classified as good with an average score of 3.75

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