

# Character of SMK Graduates in the Field of Building Construction, Sanitation, and Maintenance (KGSP) Skills Needed by the Business/Industry World

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## ABSTRACT

Vocational High School (SMK) aims to produce graduates who are competent and ready to work. The competence of SMK graduates must be in accordance with the needs of the Business World / Industrial World (DU / DI). The industry's need for manpower is not only based on hard skills and soft skills, but also character. Character plays an important role in determining the competence of workers, but will not get enough attention in education, especially in vocational schools. Based on this, this study aims to analyze the character of SMK graduates in the field of building construction, sanitation, and maintenance (KGSP) expertise in accordance with the needs of the Business World/Industrial World (DU/DI). This research is quantitative descriptive. The subject of the research is DU/DI in the construction sector as users of SMK graduates in the KGSP field of expertise. The research location is in the city of Surabaya, East Java. Data collection techniques using questionnaires and literature studies. Data analysis used quantitative descriptive techniques. The results of this study indicate that the characteristics of SMK graduates needed by industry are imaginative and forward-looking, creative and innovative, responsible, trustworthy, firm and sure, enthusiastic in every job, easy to make friends and communicate with anyone, trustworthy, reliable work in a team, calm in stressful situations, and not confident.

**Keywords:** *Characters, SMK graduates, the business/industry world.*

## 1. INTRODUCTION

The goal of education is to generate intelligent and competitive graduates or human resources. vocational education includes Vocational High School (SMK). The goal of SMK's implementation of vocational education is to contribute to Indonesia's economic growth by providing businesses and industries with the right kind of workers with the right talents, skills, and character traits.

Further, the SDGs were expanded to address the core causes of poverty and the comprehensive character of development. Acquiring technical and vocational skills for employment, decent labor and entrepreneurship; eradicating gender imbalances and making sure that disadvantaged people have equal access to vocational education are only some of the goals of SDG 4. [1]. As a 'essential part in the development policies of developing countries,' vocational education provides the employment and skills necessary for industry [2]. If you

have a vocational education, you may expect to earn 20% more than if you have a standard secondary degree.

Hard and soft skills alone are not enough to meet the industry's labor requirements. In addition, each vocational graduate will need to have a strong work ethic in the future. Character may be seen of as an artist's rendering of one's innermost thoughts, feelings, and desires. Everyone is unique in their own way. A person's true nature is depicted by the character. When no one is looking, you may show your true character. Character and behavior are intertwined, yet they are distinct. A person's character is a compilation of their conduct that occurs in public and alone, woven together continuously throughout their life. Regardless of how good or horrible a person's actions may be, they will develop and enhance their character.

The most important thing you can do for your own well-being is to be a good person. When it comes to living

and working together in the family, community, nation, or state, each person has a unique set of characteristics that define how they think and act. The ability to make judgments and the willingness to accept the consequences of such actions characterizes people of high moral character.

Developing one's character is a primary goal of national education. For example, as stated in Article 1 of the National Education System Law passed in 2003, one of the purposes of national education is the development of students' capacity to have intelligence, individuality and noble character. The goal of the 2003 National Education System Law is to ensure that Indonesians are not only well-educated, but also have personalities or character traits that reflect the nation's and the religion's noble ideals.

The importance of character in determining a worker's competency has not been given enough consideration in education, particularly in vocational institutions. Even if the world of work places increasing weight on character and soft skills in the workplace [5], [6], hard skills are still the primary priority in SMK.

### ***1.1. Vocational High School***

Secondary education focuses on preparing students for certain sorts of jobs rather than general education requirements. Those who graduate from vocational secondary education should be able to work independently in specified professions. In today's world, graduates are expected to not just find a job, but to establish their own. vocational education aims to provide students with the skills and knowledge they will need in order to succeed in their chosen careers and/or pursue further education at a higher level, while also preparing them for independent living in the community or further study. With vocational education, students may learn the skills they need in order to enhance their livelihoods and alleviate poverty [7].

Those with a vocational education are the primary source of employment. Because vocational education trains employees and develops the skills and competencies needed to increase people's well-being, it plays a vital role [8].

It is hoped that vocational education would help alleviate educational and social inequalities. In addition to boosting economic growth and employment, vocational education can also be beneficial.

The primary purpose of vocational education is to produce job-ready graduates. Vocational education is a type of education that focuses on developing specialized skills in a certain industry, with the help of teachers. After graduating from vocational school, graduates are prepared to enter the workforce and make profits in the economy [10]. It is the goal of vocational education to

discover the sort of work that is best suited for each individual and to assist them build their work capacity in order to be more effective.

In light of the preceding research, SMK is a secondary education program that attempts to provide students with the skills necessary to succeed in a certain career path. There will be no problem getting employment for SMK graduates because they have the skills needed to succeed in the workplace.

### ***1.2. Character***

Psychological, moral, or character aspects that separate one individual from another are known as "character" (KBBI). Because morality and ethics are inextricably linked to the concept of "character," we might say that character encompasses all human behaviors, both in relation to one's relationship to God, one's relationship to others, and one's relationship to the environment. [12] based on religious principles, rules and manners, culture and conventions.

Those that have character are those who have a distinct personality or demeanor. Personality or morality are not distinct from character. As a human being, you have a personality that is shaped by your character, which is a fundamental human trait that may influence how you act and think in different situations.

It's a verb that means "to mark" in Greek, and it's all about how you apply the value of goodness in the form of actions or behaviors. A person of terrible character, on the other hand, is one who is honest and wants to assist others, while someone of noble character, on the other hand, is one who is harsh or greedy in their behavior. So the term character is intimately associated with a person's character. To be a person of character, one must act in conformity with moral standards.

A person's personality can be used to predict how they will respond to diversity in their job. These personality traits include openness, honesty-humility, and extraversion [13]. Openness (O), conscientiousness (C), extraversion (E), agreeability (A), and neuroticism (N) are the five aspects of the OCEAN model [14].

When it comes to a person's character, one might look to a characteristic fundamental attribute or quality that endures and can be utilized to identify them. Understanding character may also be translated as inherent, heart, soul, personality, character, behavior, personality, nature, character, temperament, and character, amongst other synonyms for the terms. As far as character is concerned, it refers to one's personality and actions. Character is made up of three connected components: moral knowledge (moral understanding), moral sentiments (moral emotions), and moral conduct (moral behavior). As a subjective assessment of moral and mental characteristics, while some mention character

as a subjective assessment of mental quality solely, efforts to modify or mold character are only tied to stimulation of one's intellectual.

When it comes to living and working together in the community, nation, and state, each person has a unique set of traits that define their character [16]. Character is the most important factor to consider while preparing for the challenges of the fourth industrial revolution. Employees that hold the highest positions in the company have 19 characteristics that are part of their character. Their work performance is influenced by their unique personality traits [18].

According to the aforementioned terms, this is referred to as the 21st century, the century of knowledge, the century of information technology, globalization, and so on. In the 21st century, the pace of change in all parts of life, including education, is rapid and impossible to forecast. There are both advantages and disadvantages to rapid change, which is why it is important to plan for it in advance in a methodical, organized and quantifiable fashion.

As the 21st century progresses, it's being referred to as the century of knowledge, the century of information technology, globalization, the industrial revolution 4.0, and more. In the 21st century, the pace of change in all parts of life, including education, is rapid and impossible to forecast. Rapid changes may be both an opportunity and a tragedy if they are not foreseen and managed in a methodical, controlled, and measured way.

These developments lead to the development of new abilities that are required in today's workplaces. The field and sub-jobs in which these talents are needed will make it difficult to predict the skills required. In the 21st century, new kinds of abilities are needed, and old ones are no longer applicable.

In today's industry, problem solving, teamwork, and communication are the most sought-after abilities. To succeed in today's workforce, communication and teamwork are important 21st century abilities. Problem solving, cooperation, and communication were found to be the most important abilities for the organization in a poll [19].

Based on the relevance of the character of SMK graduates required by the industrial world. Our research goal is to examine the KGSP (Building Construction, Sanitation, and Maintenance) knowledge and skills of SMK graduates in relation to the demands of DU/DI.

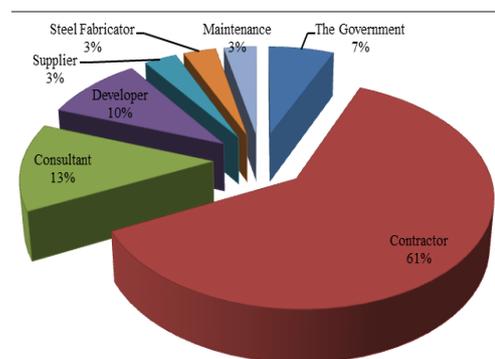
**2. METHOD**

This research is quantitative descriptive. The research subject is the Business World/Industrial World (DU/DI) in the construction sector as users of SMK graduates in the field of building construction, sanitation, and maintenance (KGSP) expertise. The population of this

research are all construction companies in the city of Surabaya. The sample of this research is 31 companies. The sampling technique used purposive sampling. The research location is in the city of Surabaya, East Java. Data collection techniques using questionnaires and literature studies. Data analysis used quantitative descriptive techniques. The variable in this study is character. The character here is the personal attitude or personality of a worker needed by the business/industry world. One personality model used is the OCEAN model which includes five dimensions, namely openness (O), conscientiousness (C), extraversion (E), agreeableness (A), and neuroticism (N) [14].

**3. RESULT AND DISCUSSIONS**

Respondents from this study were 31 construction companies as users of SMK graduates in the areas of Building Construction, Sanitation, and Maintenance expertise. The type of the company can be seen in Figure 1.



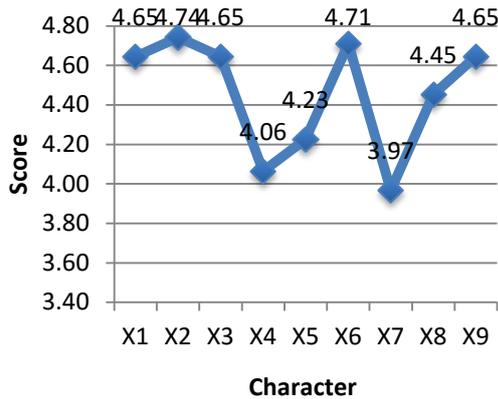
**Figure 1** Types of companies that become research respondents

Based on Figure 1 above, the largest research respondents are from building contractors with 61%. Then the second most respondents are from building consultants with 13%. After that the building developer with 10%, and 7% from government companies. And from Supplier, Steel Fabricator, and Maintenance by 3%.

Character as a variable in this research is the personal attitude or personality of a worker needed by the business/industry world. This study includes five dimensions, namely openness (O), conscientiousness (C), extraversion (E), agreeableness (A), and neuroticism (N).

Openness is a character who has an openness to new things. The instrument for extracting information about this character consists of nine statements, namely Full of new ideas, Imaginative and foresight, Intelligent and deep thinking, Likes self-reflection, Curious about many things, Creative and innovative, Artistic / likes art and beauty, Intellectual, and Think broadly. Figure 2

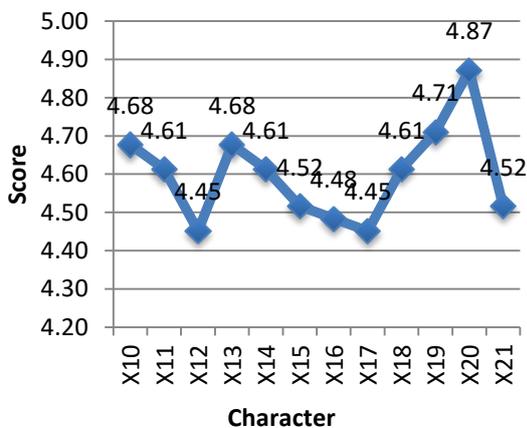
describes the respondent's results on the character of the openness type.



**Figure 2** Respondents' results on the character of the type of openness.

Based on Figure 2 above, it is found that the highest score is on X2, which is Imaginative and has foresight. Then X6 is Creative and innovative. This explains that construction companies at this time need construction workers who have a vision for the future, are creative, and innovative. In this day and age where technology is growing and competition is getting tougher, if you don't have creativity, other companies will be left behind.

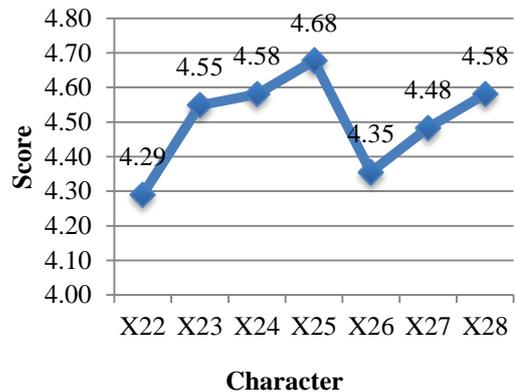
Conscientiousness is the type of character who is always careful in every job. The instrument for extracting information about this character consists of twelve statements, namely Like to work hard, Work according to plans and schedules, Reliable in work, Orderly and organized, Doing work carefully and in detail, Diligent and diligent in work, Be careful in take an action, considerate in making decisions, have high self-discipline, can be trusted, and be responsible. Figure 3 describes the respondents' results on conscientiousness type characters.



**Figure 3** Respondents' results on conscientiousness type characters.

Based on Figure 3 above, it is concluded that the highest score is X20, which is responsible. Then X19 which is trustworthy. This explains that construction companies at this time need construction workers who have responsibility and can be trusted in their work. Industry not only needs my skilled workers but must be responsible for their work. In addition, a trustworthy character is also needed for construction work, because a strong building with appropriate specifications will not be realized if the workers are not honest.

Extraversion is a type of character who has an openness to other people or the social environment. The instrument for extracting information about this character consists of seven statements, namely Active in speaking and expressing opinions, Full of energy and enthusiasm, Enthusiasm in every job, Firm and definite, Friendly, Easy to socialize in new environments, and Easy to make friends and communicate with anyone. Figure 4 describes the respondents' results on the Extraversion type character.



**Figure 4** Respondents' results on extraversion type characters.

Based on Figure 4 above, it is concluded that the highest value is at X25, which is firm and definite. Then X24 and X28 are Enthusiastic in every job and Easy to make friends and communicate with anyone. This explains that construction companies at this time need construction workers who have the type of workers who are firm and definite, not talking maybe, but yes and can be accounted for. In addition, construction workers are also enthusiastic in every job, do not underestimate and do not look lazy. Easy to make friends and communicate are also important things that must be owned by construction workers. Good communication will make work easier.

Agreeableness is a type of character who has friendliness or openness to agreements made together. The instrument for obtaining information about this character consists of seven statements, namely Can work in a team, Trustworthy, Attentive, Good to others, Likes to help, Unselfish, and Forgiving and does not like to

disagree with others. Figure 5 describes the results of respondents to the character of the Agreeableness type.

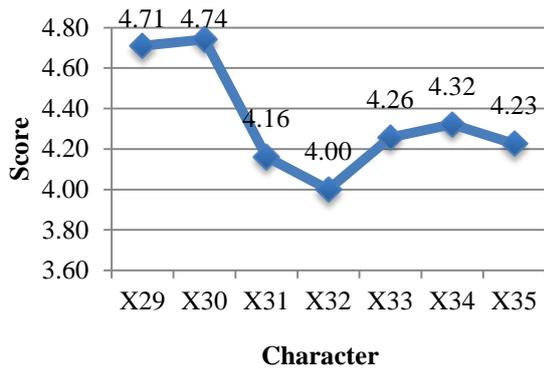


Figure 5 Respondents' results on agreeableness type characters.

Based on Figure 5 above, it is found that the highest value is at X30, which is trustworthy. Then X29 is able to work in a team. This explains that construction companies at this time need construction workers who have the type of workers who can be trusted and are able to work in teams. Employees who have a trustworthy character will be able to be placed in various positions and can hold a division, and can supervise other workers. Workers who are able to work in teams will be indispensable, because in construction companies all work cannot be done alone, but must work as a team.

Neoriticism is a type of character who has an openness to pressure. The instrument for extracting information about this character consists of eight statements, namely Can handle stress well, Not easily disappointed, Calm in stressful situations, Not easily depressed, Have stable emotions, Confident, Have a firm stance, and Can work under pressure. Figure 6 describes the results of respondents on the type of Neoriticism character.

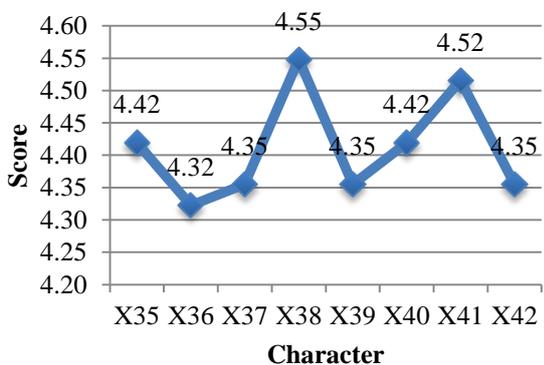


Figure 6 Respondents' results on the type of neoriticism character.

Based on Figure 6 above, it is found that the highest value is on X38, which is calm in stressful situations.

Then X41 is self-confidence. This explains that construction companies at this time need construction workers who have the type of workers who have peace of mind, even though they work in stressful situations such as short deadlines, being chased by work progress, and the threat of penalties if the project is not completed. Confidence is also needed in working in the construction sector. Confidence will make work results better, but it must also be supported by accurate data and good calculations.

The results of the average response to the five types of characters can be seen in Figure 7.

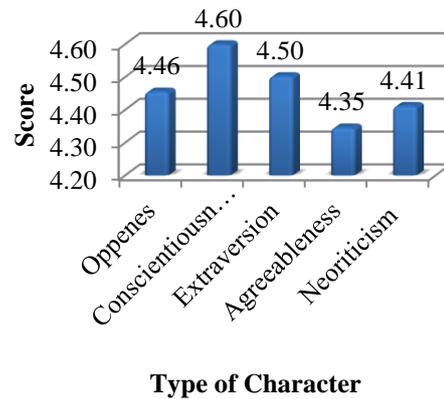


Figure 7 Respondents' results for each type of character.

Based on Figure 7 above, it is found that the highest score is on Conscientiousness, which is the type of character who is always careful in every job. Then Extraversion is a type of character who has openness to other people or the social environment. Next is openness and neoriticism, and lastly is agreeableness. These results indicate that the dominant type of character needed in the construction industry is to be careful in a job in which there is responsibility and trustworthiness. After that, it is the type of character who has openness in which there is firmness, certainty, and enthusiasm in working. The construction industry is one of the fields of work that requires precision and must be firm in implementing regulations because if a construction failure occurs, it will take many lives.

## 4. CONCLUSIONS

### 4.1. Conclusions

Based on the description above, it can be concluded as follows. (1) of the five dimensions of character, namely openness (O), conscientiousness (C), extraversion (E), agreeableness (A), and neuroticism (N), the most dominant in the construction industry are conscientiousness and extraversion. (2) The main characters of SMK KGSP graduates needed by the construction industry are Imaginative and forward-looking, Creative and innovative, responsible, trustworthy, firm and certain, Enthusiastic in every job,

Easy to make friends and communicate with anyone, trustworthy, able to work in a team, calm in stressful situations, and confident.

#### 4.2. Suggestions

Based on the conclusions above, it can be suggested as follows. (1) The main characters needed by the industry must be taught starting in grade 10 in SMK, so that the appropriate character is embedded. (2) Character must get the main attention in addition to hard skills and soft skills because they can support success in work.

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