



Work Readiness of Family Welfare Education Students of the Faculty of Engineering in Carrying Out Industry Practices in Makassar City

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ABSTRACT

This research is a descriptive qualitative study that aims to determine the work readiness of students of the Department of Family Welfare Education in carrying out industrial practice in Makassar city with the research subjects being students of the PKK Department FT UNM. Data collection was carried out using observation, interviews, documentation and scoresheet. The data obtained in this study were analyzed through descriptive analysis through data reduction, data presentation, and conclusion making. The results showed that: 1. The readiness of students in the form of knowledge received both in theory and practice on campus affects industrial practices carried out in the city of Makassar 2. The professional attitude of PKK students who are friendly, give a smile, enthusiasm and great motivation affects customers in the industry 3. The skills of students in carrying out industrial practices help with the increasing number of customers, 4. The management of industrial practices carried out in the city of Makassar is well organized even though most industrial businesses are managed by families and 5. Adequate facilities and infrastructure as well as SOP (standard operating procedures) make students majoring in PKK who carry out industrial practices in the city of Makassar comfortable, smooth and successful. For this reason, it is recommended that cooperation be carried out between the industrial world and the campus, especially in terms of implementing an independent learning curriculum that can be developed by the campus and is relevant to industry needs.

Keywords: Job Readiness, Industrial Practice, Education

1. INTRODUCTION

Merdeka Belajar Kampus Mengajar is a form of educational process in Indonesia in the 5.0 era which is carried out with the aim of providing students with knowledge and skills to be able to play an active role in society and one of the things related to efforts to develop this program is an independent learning internship which is almost the same as industrial practice. Industrial Practice is a compulsory course for students majoring in PKK FT UNM which consists of three concentrations, namely Clothing, Cosmetology and Catering, whose activities are carried out in an industrial world or company for a certain period of time in accordance with the curriculum of Higher Education. Universities based on skills or skills such as the Family Welfare Education department are tasked with preparing skilled, professional

personnel, and providing skills, productive knowledge as provisions for the continuous development of student quality into national assets that are able to play a role in facing the global era, facing competition and at the same time utilizing opportunities to work together. [7] Industrial practice aims to prepare and foster labor, both structural and functional, who have good disciplinary abilities. [Industrial work practice is a form of organizing vocational expertise education that combines systematically and synchronously educational programs in institutions and skill mastery programs obtained through direct work in the business world or the industrial world (DU / DI), in a directed manner to achieve a level of professional expertise.

Surveys conducted by several industries in Makassar city such as hotels, salons and boutiques approximately

70% accept students to carry out industrial practice, which is large and medium scale, the industry collaborates with universities, student readiness both knowledge, abilities, attitudes and flexibility and adaptation 80% of students already have but hesitation, lack of confidence, limited experience, discipline, time management and others are often an obstacle for students.

Student work readiness is not a static thing but requires a continuous process. This condition shows the existence of physical, mental and experiential abilities so that students have the willingness to carry out certain activities related to work. To increase work readiness through education, training, skills, the need for effort, motivation and enthusiasm that will be relevant to the world of work, work readiness is a condition of mental maturity that exists within students so that they have the ability to carry out certain activities or behaviors related to work [14].

From the description above, that the work readiness required of students is the existence of appropriate, directed knowledge based on the curriculum applied on campus, skills, specific skills according to industry needs, the ability to interact and work in teams, effective communication and establish good relationships and the attitude of student professionalism in the application of the knowledge they have obtained, the ability of students to complete a job in accordance with the provisions without experiencing difficulties and obstacles, and the existence of self-confidence with maximum results and predetermined targets so that the professionalism and mental attitude of students in industrial practice or internships in the industrial world can be relevant to the curriculum applied on campus.

For this reason, researchers conducted a study on the readiness of students in carrying out industrial practice. This study aims to determine the work readiness of students of the Family Welfare Education Department in carrying out Industrial Practice in Makassar city.

2. LITERATURE REVIEW

A person's preparation and ability to face the required world of work plays an important role in obtaining employment and achieving success. [8] Work readiness is a set of skills and behaviors needed to work in any job. Work readiness skills are sometimes called soft skills, job skills, or work readiness skills. For that a person needs work readiness, which includes knowledge and other skills. To do a job in order to create a product or add value to a unit of resources.

In the dictionary of psychology [11] work readiness is the level of development of maturity or maturity that is favorable for practicing something. Work readiness comes from the word ready which means it has been provided

(just wear or use it). Meanwhile, readiness is the overall condition of a person that makes him ready to respond or answer in a certain way to a situation. [13]

Adjustment of conditions at a time will affect the tendency to respond. When a person has readiness in him, then that person can react or respond in certain ways in dealing with any problem or situation. Readiness is a level or state that must be achieved in the process of individual development at the level of physical, mental, social and emotional growth. [10]

From this description it can be concluded that the conditions of maturity and maturity of attitudes, understanding of themselves, physical, mental maturity, attitudes, knowledge and skills of a person in dealing with their environment will form experience, skills so that they have the willingness and ability to carry out an activity related to the work to be carried out.

The Industrial Practice course is one of the compulsory courses in semester VII which is carried out by students of the Fashion Education Concentration, Cosmetology Education and Catering Education Department of PKK Faculty of Engineering UNM in industries in Makassar city, the full implementation will be carried out for 2 months. Students are given the opportunity to seek and apply and apply the knowledge and skills acquired during their time as students.

Industrial work practice is a form of organizing vocational education and training that combines systematically and synchronously between educational programs in schools and mastery programs in industry. [Industrial Practice involves placing students in a company for a certain period of time. During the implementation of industrial practice, students will work under the guidance of a CO, leader or supervise from an industry that is experienced in their field.

[7] Job Training Provides opportunities for students to practice skills, provide practical training to students so that they gain experience, train to solve management problems according to their abilities, and hone students' readiness to enter the world of work according to their expertise, so it can be concluded that the provision of knowledge and skills that exist in students is an opportunity to be able to adjust and compete to be ready to enter the world of work in line with the demands and needs of the world of work.

3. RESEARCH METHODS

This research is qualitative descriptive research by analyzing the data obtained. The research subjects were 15 respondents through observation, interviews documentation and scoresheet. The research instrument in the form of a shortsheets is used to capture student data given to respondents online via google form in several

industries where students carry out practice with a total of 20 questions. The implementation of interviews was carried out by asking questions to respondents regarding the work readiness of students majoring in Family Welfare Education in carrying out industrial practice equipped with documents. The data analysis technique used in this research is descriptive analysis technique through data reduction, data presentation, and conclusion making.

4. RESULTS AND DISCUSSION

The results of research and interviews conducted in industries in Makassar city that the work readiness of students in carrying out Industrial Practices can be seen from various aspects, including:

1. Knowledge or Student Knowledge

With the provision of various theories that have been given to students on campus, of course they have obtained an overview of the implementation that will be faced in the industry. Based on the research questionnaire, the data obtained that the level of knowledge of 80% students affects the readiness of students to be able to carry out the tasks assigned in the industry, the higher the knowledge obtained by students about understanding knowledge, and the higher the readiness to carry out and apply the knowledge that has been given and understood and combine the knowledge obtained in the industrial site. This is in line with the results of the study that the thinking process describes the stages of thinking that must be mastered by students in order to be able to apply theory into action. This cognitive domain consists of six levels, namely: (a) knowledge (knowledge), (b) comprehension (understanding or perception), (c) application (application), (d) analysis (decomposition or explanation), (e) synthesis (integration), and (f) evaluation (assessment). [8]

Students who still do not understand well describe what is explained by the industry there are still 60%. This is understandable, because generally the industries in the city of Makassar have different educational backgrounds from students, the industry conducts more practical activities than theory, the industry gives employees who are entrusted to be able to direct students on things that must be done during industrial practice so that students sometimes do not understand what is conveyed by the industry.

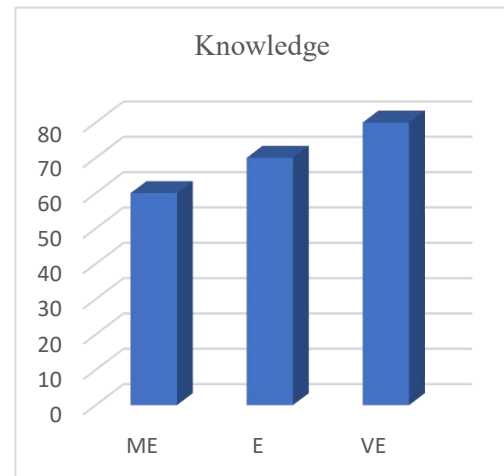


Figure 1. Effect of Knowledge to Work Readiness

Note : ME = Moderately Effective

E = Effective

VE = Very Effective

2. Affective (attitude)

The work readiness of students of the PKK FT UNM Department in carrying out industrial practice to increase knowledge and experience professionally the main thing is attitude. Students whose affective aspects are well developed will certainly be able to implement the responsibilities given with confidence, the research questionnaire data obtained shows 70% of students give a smile, are friendly, polite, respect each other so that there is mutual tolerance in friendship, honesty, trustworthiness, discipline, in doing the work given by the industry.

In this attitude component, the data obtained by 67% of PKK FT UNM students are weak in practical assignments given such as discipline, and mentally, in responding to the work given by the industry as shown in the diagram. In line with the results of research [9] that the mastery of the affective domain of students can be reviewed through moral aspects, which are shown through the feelings, values, motivation, and attitudes of students.

It is in this affective domain that students are generally weak in mastery. Students majoring in PKK sometimes use weak feelings and mentality to carry out the responsibilities given, the demands given by the industrial world in the city of Makassar to students become a provision of ethic according to their field of expertise, so that with the industrial practice carried out, students should be better prepared to enter the larger industrial world with a professional and work-ready work ethic.

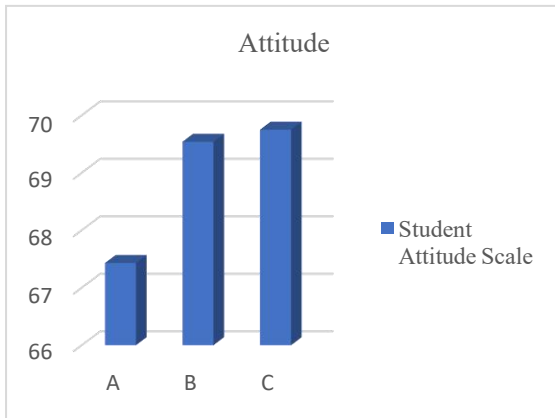


Figure 2. Effect of Attitude to Work Readiness

3. Skills (psychomotor)

The implementation of Industrial Practices will indirectly provide knowledge and experience in working. The experience gained when carrying out industrial practices, in addition to learning how to get a job, students have jobs that are relevant to their talents and interests. Industrial Practice activities carried out in the city of Makassar in addition to the provision of theoretical knowledge, the most important thing is the provision of skills. In students of the PKK Department FT UNM based on the curriculum from the university that practical courses are approximately 70% of the learning process provided, compared to theoretical courses.

Direct involvement of students in various activities to gain knowledge and practice in the industry through student readiness in every practice and adjusting to conditions in the industry, this is an asset for students to be better prepared to obtain quality skills as in the research questionnaire distributed shows 90% of psychomotor directed at achieving professional abilities in accordance with the demands of the jobs that apply in the industry. There should be a link and match program between the industry and the campus world with an emphasis on the skills that should be possessed by students tailored to the needs of the ongoing industry.

4. Industry Management

Management in an industry will be interrelated with each other in supporting the smooth running of the business, the results of interviews conducted by researchers that the industry that is felt to be the most dominant in supporting the smooth running and progress of the business carried out in the industry in Makassar city consists of several factors including labor, capital, quality and location, while the obstacles faced by the industry in general are lack of capital to advance their business. Some industries in Makassar city are mostly family-run businesses. The role of the

family is very supportive and takes a position in a well-managed and coordinated business. With the industrial practice carried out, students can motivate to get opportunities and learn to create a type of business and form their own management, after completing practical activities in the industry. Increasing student entrepreneurial culture and student employability can make students get to know about the industrial world that internships or industrial work practices can make a person more familiar with the industry, be able to develop communication skills, and explore the conditions of the workplace with an environment that supports new skills, besides that internships are also a form of applying the things they get [13].

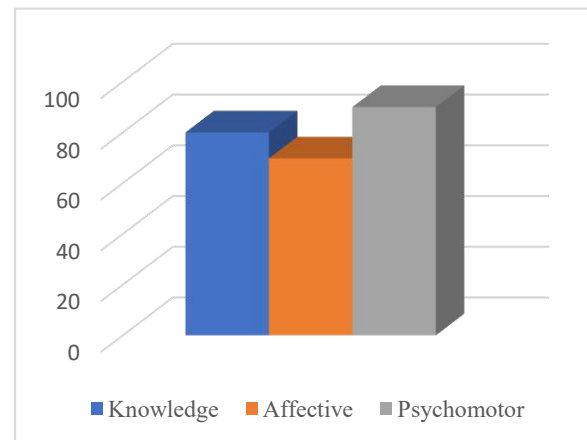


Figure 3. Effect of Knowledge, Affective, and Psychomotor to Work Readiness

5. Facilities and infrastructure

The implementation of industrial practice provides experience in the use of infrastructure to students, the facilities in the industry are certainly not much different from the facilities that have been applied on campus but the facilities in the industry certainly have a positive impact on students gaining learning experience and insight. The readiness of students to be able to develop competencies is of course by applying industrial practice courses in the industrial world through direct interaction between the world of work, production processes, and work culture within a specified time.

Thus, the work readiness of students majoring in PKK is one of the important things before entering the industrial world. Students who already have work readiness will certainly be more successful in facing the industrial world. [9] The work readiness of students majoring in PKK is an entire condition that includes physical readiness, mental, insight, attitude knowledge, psychomotor and experience and the

willingness to carry out a job in the industry. From these five aspects, the success of students carrying out industrial practice is supported by the environment, facility management and facilities and infrastructure.

5. CONCLUSION

Based on the description of the research results, it is concluded that:

1. The readiness of PKK majors in carrying out industrial practice in Makassar city from the aspects of mastery of knowledge, understanding, 80% which affects students to carry out tasks well given in the industry.
2. The professionalism of PKK students from the affective aspects of being friendly, giving a smile, enthusiasm and great motivation and 70% confidence has a positive influence on customers in the industrial world so that they can be better prepared to enter the larger industrial world.
3. The skills of students in various activities in carrying out industrial practice are very helpful with the increasing number of customers in the industry, because 90% of student readiness in each practice and adjusting to conditions in the industry, this is an asset for students to be better prepared to obtain quality skills.
4. The management aspect in carrying out industrial practices carried out in Makassar city is well organized even though most industrial businesses are managed by families.
5. Adequate facilities and infrastructure as well as SOP (standard operating procedures) make students majoring in PKK who carry out industrial practices in Makassar city comfortable, smooth and successful and give awards to students who carry out industrial practices.

AUTHOR'S CONTRIBUTION

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