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Work Readiness Of Alumni Participants In Information And Communication Technology Training UPTD Bengkulu Work Training

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A B S T R A C T

The purpose of this study is: To analyze Job Readiness and the Quality of Information and Communication Technology training at the Bengkulu Job Training UPTD. The research method is a way or basis in a study. This type of research is qualitative research. The informants in this study were taken using the purposive sampling method. Data analysis after the researcher has finished collecting data in the field using interactive model analysis. Miles and Huberman quoted by Sugiyono (2018:45). The stages of this qualitative data analysis are described: Data reduction, data presentation and draw conclusions. Then a preliminary conclusion is drawn which is temporary and can change if stronger evidence is found in the next data collection stage. To avoid misinterpretation that can obscure the significance of the data analysis results, a field review of the results is conducted to draw final conclusions. The Result show the work readiness of the Bengkulu UPTD Work Training Alumni is quite good because the training provided is only basic, so that Information Technology training alumni still need to develop their own abilities. In more detail, as follows: 1) Alumni skills are sufficient because they have sufficient creativity and innovation, can solve problems in the workplace although they still need guidance, can work well with colleagues and can adapt to the work environment and can communicate quite well, 2) 2. Alumni skills are sufficient because the alumni training participants only get the basics in using ICT applications and the insight and knowledge possessed by the alumni ICT training participants is sufficient from the training they receive. However, to become experts they must take advanced training and must develop their abilities independently so that their insight and knowledge increase, 3) Alumni understanding is sufficient because they are able to understand and learn the ICT training provided, although some alumni training participants are slow to grasp the material and carry out the practices given so they still have to learn to understand more. In addition, problem solving is quite good because both at the training location and at the workplace they work together and have a work team, and 4) Alumni personality attributes are sufficient because during the training they are also taught soft skills to be able to respect seniors, how to deal with superiors and be responsible for the tasks given. In addition, alumni training participants already have high spirits and can manage time management well at the training place and at work.

INTRODUCTION

The development priorities of a country are one of the indicators of successful development. Regional economic development as part of national economic development is carried out based on the principle of regional autonomy and allocation of national resources aimed at improving people's welfare (Suharto, 2021:4). Regional economic development is a process in which local governments and their communities manage existing resources and form a partnership pattern between local governments and the private sector, to create jobs (Suharto, 2021:4).

The problem of labor is a very complex and large problem. Complex because the problem affects and is influenced by many factors that interact with each other with patterns that are not always easy to understand, becoming large because it involves millions of people and describing the problem of labor in the future is not easy because in addition to being based on the workforce in the past, production prospects in the future must also be known (Sholeh, 2018:17).

Good working conditions, high quality output, decent wages and quality of human resources are issues that always arise in discussions about labor in addition to industrial relations between workers and the business world and discussions about labor are part of macroeconomic studies, namely unemployment and employment opportunities related to macroeconomics are studies of overall economic behavior (Sholeh, 2018:21). In relation to labor, labor demand is the relationship between wage levels and the number of workers desired by employers to be employed. This relationship between labor demand and supply will affect the unemployment rate and employment opportunities. The labor market can be classified into an educated labor market and an uneducated labor market, educated workers generally have higher work productivity than uneducated workers. Worker productivity is basically reflected in the level of wages and income of workers, which is directly proportional to their level of education. Second, in terms of time, the availability of educated labor must go through the process of education and training. Therefore, the elasticity of the availability of educated labor is usually smaller than the elasticity of the availability or supply of uneducated labor. Third, in the process of filling vacancies, employers need more time to select educated workers than uneducated workers (Sholeh, 2018:24).

The workforce has a very important role and position as an actor and goal of national development, a quality workforce can drive the economic development of a country, but in developing countries the quality of the workforce is still low, the low quality of the workforce is a barrier to the economic development of a country, this is caused by the low level of education and knowledge of the workforce, having skills, in other words education and skills are the most important factors for the success of economic development (Irawan and Suparmoko, 2020:81).

Muspawi and Ayu's (2020) research explains the characteristics of someone who has work readiness are: 1) Knowing and understanding what will be done in their work according to the position they hold; 2). Knowledgeable about work prerequisites

based on dimensions, factual knowledge, conceptual knowledge, procedural knowledge, and interrelated knowledge; 3). Knowledgeable about how to behave as a competent workforce; 4). Have a positive perspective, interest and motivation towards every rule that applies in the work environment; 5). Have a positive attitude and accept the risks as a result of work and the environment; 6). Understand and be able to overcome problems due to work.

Ismoyo and Eko's (2023) research found that students' work readiness was in the ready category, vocational competence in the good category, and self-efficacy in the high category. For further research, it is hoped that it can explain the influence or causal relationship of the variables of work readiness, vocational competence, and self-efficacy. For the AKL department of SMKN Mojoagung, the results of this study can be used as a reference and evaluation material in order to maintain and increase the potential of its students

Improving the quality of the workforce to gain knowledge of learning skills, so that graduates of education and training participants will immediately use them in their jobs. One of these job training institutions is the Bengkulu Regional Technical Implementation Unit (UPTD) for Job Training. UPTD Bengkulu Job Training has the task of carrying out various types of training in order to provide workers who have knowledge and skills in various fields and have the function of providing

MATERIALS AND METHODS

This research is a qualitative research with a narrative study approach. Qualitative research is research that interprets and studies phenomena from various perspectives to interpret a research or phenomenon (Creswell, 2018:17), meanwhile, narrative research is a research that focuses on descriptions or stories related to events and experiences related to the research phenomenon being conducted (Creswell, 2018:20). The research method is a way or basis in a study. This type of research is qualitative research. Qualitative research, where in qualitative research aims to conduct an in-depth analysis of a problem that occurs, what and how the problem occurs (Moleong, 2018:62). The informants in this study were taken using the purposive sampling method. The selection of informants for this study was taken using the purposive sampling technique. Purposive sampling is determining informants with certain considerations that can provide maximum data. Purposive sampling is a technique used by researchers if the researcher has certain considerations. The informants who will be interviewed are:

1. Head of Training Section of Bengkulu UPTD Work Training
2. Training staff of Bengkulu UPTD Work Training
3. Training Participants of Bengkulu UPTD Work Training

Data analysis after the researcher has finished collecting data in the field using interactive model analysis. Miles and Huberman quoted by Sugiyono (2018:45). The stages of this qualitative data analysis are described,: (Sugiyono, 2018:45).

1. Data reduction. Data reduction is a subtle thinking process that requires intelligence and broad and deep insight. When data is reduced, the data is collected and only important data is used. This is because

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the data found in the field is very large and needs to be filtered to be more focused.

2. Data presentation. After the data is reduced, the next step is to present the data in the form of tables and descriptions so that it is more organized, structured, and easy to understand. This allows researchers to more easily understand what is happening and plan further by presenting the data. Work based on your understanding.

3. Draw conclusions. Then a preliminary conclusion is drawn which is temporary and can change if stronger evidence is found in the next data collection stage. To avoid misinterpretation that can obscure the significance of the data analysis results, a field review of the results is conducted to draw final conclusions.

RESULTS AND DISCUSSION

The work readiness of UPTD Bengkulu Work Training Alumni is quite good because the training provided is only basic, so that Information Technology training alumni still need to develop their own abilities.

The findings of this study are in line with Kurniawan's research (2020) which found that there were 38 students (78%) who had high work readiness, while the rest were still classified as moderate. Meanwhile, research conducted by Muspawi and Ayu (2020) found that the characteristics of someone who has work readiness are: 1) Knowing and understanding what will be done in their work according to the position they hold; 2). Knowledgeable about work prerequisites based on dimensions, factual knowledge, conceptual knowledge, procedural

knowledge, and interrelated knowledge; 3). Knowledgeable about how to behave as a competent worker; 4). Have a positive perspective, interest and motivation towards every rule that applies in their work environment; 5). Have a positive attitude and accept the risks as a result of work and their environment; 6). Understand and be able to overcome problems due to work.

Research conducted by Sabilah et al. (2021) found that the level of millennial work readiness was in the high category and there were differences in the level of millennial work readiness based on gender and year of birth. Meanwhile, research by Fitriani et al. (2021) found that the work readiness of training participants was good

The workforce is the working age population (aged 15-64 years) or the number of residents in a country who have the ability to expend effort per unit of time to produce goods or services, either for themselves or for others (Idris, 2016:16). According to the Manpower Law, those who are classified as workers are those aged between 15 and 64 years and not workers. Non-workers are those who are considered unable and unwilling to work, even though there is a request to work. Furthermore, Law No. 13 of 2003, article 1 paragraph 2 states that workers are everyone who is able to do work to produce goods and/or services either to meet their own needs or for the community. Labor is a very important income factor and is considered in the production process and in sufficient quantities, not only in terms of availability but also quality and types. Each production process must be provided with sufficient labor, the number of workers used must be adjusted to the needs to a certain level so that it is optimal (Sinungan, 2016:31). 5.1.1 Skills

The skills of the Alumni of the Bengkulu UPTD Job Training Information and Communication Technology training are sufficient because they have sufficient creativity and innovation, can solve problems in the workplace although they still need guidance, can work well with colleagues and can adapt to the work environment and can communicate quite well.

The results of this study are not in line with the results of the study by Ismoyo and Eko (2023) who found that vocational competence in work readiness was in the good category. However, this study is in line with the research of Ratuel, et al. (2023) which found that hard skills affect work readiness

Adelina (2018:12) explains that one aspect of work readiness is skills (Skills) The ability needed to carry out several tasks that develop from the experience and training obtained. Skills are practical, interpersonal and intrapersonal skills, creative, and innovative, critical thinking and problem solving skills, collaboration, adaptability, and communication skills.

This is also in line with the opinion of Mei (2016:16) who stated that overall work readiness is one aspect of skills, namely the ability needed to carry out several tasks that develop from the results of training and experience gained. Skills are practical, interpersonal skills, creative, critical thinking and problem solving skills, collaboration, adaptability, and communication skills.

Knowledge

The skills of alumni participants in the Information and Communication Technology training at the Bengkulu Work Training UPTD are sufficient because alumni participants in the training only get the basics in using ICT applications and the insight and knowledge possessed by alumni participants in the ICT training are sufficient from the training they receive. However, to become experts, they must take advanced training and must develop their abilities independently so that their insight and knowledge increase.

The results of this study are in line with the results of Ratuel et al.'s research (2023) which found that soft skills affect work readiness. Meanwhile, Damayantied's research an Kustini. (2022) found that Soft skills have an influence on work readiness Adelina (2018:12) explains that one aspect of work readiness is knowledge that makes education a theoretical basis so that it has the ability to become an expert in its field. As a prospective graduate, you must have broad insight and knowledge.

This is also in line with the opinion of Mei (2016:16) who stated that overall work readiness is one aspect of knowledge, which makes education a theoretical basis so that it has the ability to become an expert in its field. As a prospective graduate, you must have broad insight and knowledge.

Understanding

The understanding of alumni participants in the Information and Communication Technology training at the Bengkulu UPTD Work Training is sufficient because they are able to understand and study the ICT training provided, although some alumni participants are slow to grasp the material and carry out the practices given so that they still have to learn in order to understand more. In addition, problem solving is quite good because both at the training location and at work they work together and have a work team. The results of this study are in line with

the research of Putri and Supriansyah, (2021) who found that digital literacy is related to work readiness. Meanwhile, research by Kurniawan and Yuniarti (2018) found that there is an influence between emotional intelligence and work readiness. Adelina (2018:12) explains that one aspect of work readiness is understanding. A person's ability to understand or comprehend something that has been known and remembered, so that his work can be done and his desires. Understanding the knowledge that has been learned, determining, estimating and preparing for what will happen, and being able to make decisions. This is also in line with the opinion of Mei (2016:16) who stated that overall work readiness, one of the aspects of understanding is a person's ability to understand or comprehend something that has been known and remembered, so that his work can be done and satisfaction is obtained while knowing what he wants. Understanding the knowledge that has been learned, determining, estimating, and preparing for what will happen, and being able to make decisions. 5.1.4 Personal Attributes

The personality attributes of the alumni participants of the Information and Communication Technology training at the Bengkulu UPTD Work Training are sufficient because during the training they were also taught soft skills to be able to respect seniors, how to deal with superiors and be responsible for the tasks given. In addition, alumni participants in the training already have high enthusiasm and can manage time management well at the training location and at work.

This is in line with the research of Damayantiedan Kustini. (2022) who found

that self-confidence has an influence on work readiness. This study is in line with the research of Wiharja, et al. (2020) who found that self-confidence has an influence on work readiness with a high level of relationship and a unidirectional influence.

Adelina (2018:12) explains that one aspect of work readiness is personality attributes (Personal Attributes) In encouraging someone to bring out the potential that exists within themselves. Personality in the scope of undergraduates is work ethic, responsible, entrepreneurial spirit, time management, having critical thinking skills, communicating, and being able to work together.

This is also in line with the opinion of Mei (2016:16) who stated that overall work readiness, one of the personality aspects is encouraging someone to bring out the potential that exists within themselves. Personality in the scope of work ethics, responsible, entrepreneurial spirit, time management, having critical thinking skills, communicating, and being able to work together.

CONCLUSION

The work readiness of the UPTD Bengkulu Work Training Alumni is quite good because the training provided is only basic, so that alumni of the Information Technology training still need to develop their own abilities. In more detail, as follows:

1. The skills of the UPTD Bengkulu Work Training Alumni of Information and Communication Technology training are sufficient because they have sufficient creativity and innovation, can solve problems in the workplace although they still need guidance, can work well with colleagues and can adapt to the work

environment and can communicate quite well.

2. The skills of the UPTD Bengkulu Work Training Alumni of Information and Communication Technology training participants are sufficient because the alumni of the training participants only get the basics in using ICT applications and the insight and knowledge possessed by the alumni of the ICT training participants are sufficient from the training they receive. However, to become experts they must take advanced level training and must develop their abilities independently so that their insight and knowledge increase.

3. The understanding of the alumni of the participants in the Information and Communication Technology training at the Bengkulu Work Training UPTD is sufficient because they are able to understand and learn the ICT training provided, although there are still some alumni training participants who are slow to grasp the material and carry out the practices provided so that they still have to learn in order to understand more. In addition, problem solving is quite good because both at the training location and at the workplace they work together and have a work team.

4. The personality attributes of the alumni of the participants in the Information and Communication Technology training at the Bengkulu Work Training UPTD are sufficient because during the training they are also taught soft skills to be able to respect seniors, how to deal with superiors and be responsible for the tasks given. In addition, the alumni of the training participants already have high spirits and can manage time management well at the training location and at the workplace.

To the Bengkulu Work Training UPTD, they can provide advanced training to ICT training participants, not just the basics, so that the alumni of these training participants can really master ICT more, so that they can be better prepared to compete in the world of work

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