

NEED AND ANALYSIS OF SOFT SKILLS FOR STUDENTS OF THE MECHANICAL ENGINEERING DEPARTMENT OF VOCATIONAL HIGH SCHOOL

Suryo Hartanto¹, Syahron Lubis² and Fahmi Rizal³

¹Faculty of Engineering, Universitas Riau Kepulauan Batam, Indonesia

^{2,3}Universitas Negeri Padang, Indonesia

*Corresponding Author, Received: 23 Aug. 2016, Revised: 13 Dec 2016, Accepted: 13 Jan. 2017

ABSTRACT: The preliminary research about soft skills of graduated students from vocational high school that took mechanical as their major were not optimal at work place. It could be proven and interaction that were done by graduated students from mechanical engineering at work. The objective of this research was to identify specific soft skills that are important to be taught to mechanical engineering students of vocational high schools. Dacum Approach was used in this research. The sample of this research was 50 industry employees who have specification in mechanical engineering, vocational high school teachers who teach mechanical engineering and experts in soft skill field. A questionnaire was used to identify soft skills needed, with the options are very important, important, not important, and very not important. Based on the analysis of data obtained can be concluded that 67% of the sample said that soft skills are very important, 31% are important and 2 % are not important. The result of this research could be used as an important information to develop vocational high school curriculum and to develop a soft skills learning model for mechanical engineering students at vocational high schools.

Keywords: Need and analysis, soft skills

1. INTRODUCTION

Effective and efficient performance in the industrial world not only determined by the technical skills or hard skills, but soft skills also gives a great influence. *Research on predicting the future career success of students supports employers' opinions that some soft skills are a better predictor of a dult success (Salaries, graduation rates, home ownership) than technical skills* [1]. Soft skills has a dominant role in supporting work and career development. Soft skills a important competence that must be owned by the workforce in the face of the work world and career development. *"Appropriate soft skills play an important role in a successful career as well as during social interactions in the society. Also Reviews These skills are highly sought after by employers recruiting fresh graduates"* [2].

Vocational education is an education program that organize directly and related with the individual preparation in face of future work with constantly salary or not, as additional individuals preparation in a career development they needed, in addition to bachelor education or vocational education in similiary level. [3]. Vocational graduates should be lead as graduates are ready for work, smart, has a primary competitive, comparative and strong character as a professional worker, therefore soft skills mastered should be mastered

well to be excellent graduates grade quality in face of competition and the work world.

In law No. 20 of 2003, article 15, states that vocational education is an education that prepares students primarily for work in a particular sector. With the vocational schools, labor can be provided with good, however, the level of reserve of employment of vocational school graduates can not be balanced with hard skills and soft skills condition that has by employee of vocational graduates. The indication of the problems that often occur in industry, it cause of soft skills are less than optimal. Based on the beginning survey, in business and industry and vocational education, in August 2013, there many are indications of various problems appear because of the lack of soft skills by employees of vocational graduates. The survey results show: a). There is an increased customer claim on product in 4 years, PT. NBI, claims this is because the mixture of garbage into the product which sent to the customer, although the clearly company mentions the existence of rules and availability throw garbage into the trash, but still there are violation. b). At the PT. IN, PT. SO and PT. TV, PT.WB, soft skills indications is not optimal with a responsibilities and duties, the low achievement of work targets, low desire to learn self development and career, lost time high caused human error, lack of work discipline, lack of understanding Safety, not independent, less

integrated and low work ethic to the company and then less of careful on work.

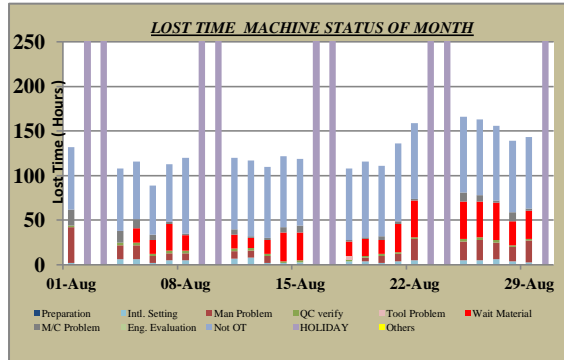


Fig 1. Lost time machine C and C PT.TV

There are some weakness workers from vocational graduates which are in rank and career be at lowest. Weakness career and the equality is reinforced with a system of government that equate between high school and vocational school graduates in same level they jobs. This is illustrated through KKNi (Qualifications Framework National Indonesian), which is strangeness by presidential regulation in 2012. KKNi Number.8 is stage frame works of competence qualification which can, equalizes, and integrate the fields of education then job training and work experience to award the recognition of competence working appropriate with working structure in all sectors.

The next survey apply to vocational school teacher, in the Department of Mechanical Engineering, obtained information, that has not been done toward implementation of specific teaching soft skills Mechanical Engineering, both in school practice or practice in the field. Learning process for machining are still based on hard skills to operation of the machine. Performance of the student in of working practices show that most of the students have not been able to work efficiently, effectively, oriented to quality standards or show poor of work ethic. Essentially in developing soft skills learning should be directly integrated with the work process that will build the experience of hard skills and soft skills in the learning process, "Vocational education is education for work. In order to reach this aim, instructional strategies used should be directed to all requirements needed in the work place. The students should learn the knowledge, skills, attitudes, and values the which are important in doing A Certain job in such a way as they apply them in the real work setting ". [4] .The learners should be equipped with knowledge, skills, attitudes and values required in the real environment working. Soft skills is an ability possessed by each individual, which cannot be seen, but soft skills a ability

contribute in a person's life, which strongly support capabilities, careers and work someone. Soft skills are related about emotional quotient, personality attitude, social relationships, communication, language, personal habits, friendliness, and special characteristics in developing relationships with others. "Soft skills are character traits, attitudes, and behaviors-rather than knowledge or technical aptitude. Soft skills are the intangible, nontechnical, personality-specific skills that determine one's strengths as a leader, facilitator, mediator, and negotiator ". [5].

In education, learning should be implemented with a balance between hard skills and soft skills, this is a important action, *Soft skills are as important as cognitive skills*. [5] .In the work world and industry, Soft skills is invisible foundation must have each individual, but the effects can be seen directly. Mastering individuals soft skills to entire business and industry in the future will be needed, that incomppliance in the statement, "the future of the occupational structure in the Industrialized world is to Eliminate more and more such unskilled jobs and to put an increasing premium on higher levels of reading, computation, communication, and problem solving or reasoning skills In essence. Learned the skills in school and the skills learned on the jobs will be increasingly seen as complementary and interactive ". [6]. "There are some skills that are specific to needs in industry and manufacturing, the skills need will be very important as defense to face of the information development and the environment rapidly, soft skills, among others, 1). Skills of problem recognition and definition, 2). Handling evidence, 3). Analytical skills, 4). Skills implementation, 5). Human relations, 6). Learning skills". [6].

The necessary to know the specific of soft skills in the work world is needed to be able to solve the problems that exist today, the purpose of this study is expected to reveal the scope soft skills company or industry required that must be mastered by the students of Mechanical Engineering Department of Vocational Education.

2. RESEARCH METHOD

The research method is need analysis by using DACUM (Developing a Curriculum) approach. "Is an internationally Recognized job / occupational analysis, Instant confirmation technique that is used by industry practitioners, educators and consultants to Effectively identify the duties, tasks, and related information required for a job / occupation". [7].

Dacum, is analytical technique that is recognized internationally, which is often used by industry practitioners, educators and consultants as the most effective way to identify tasks, works and information related to employment and occupation. This approach explains that in order to get the most

effective information must come from the right source. It is obtained from expert worker or have expertise in each fields, where they were able to describe and define their work more accurately and precisely than others.

The sample of the research is 50 respondents consisting of industry practitioners in the field of machining company, Vocational Teachers in the field of machining and experts in the field of training of human resource development in Batam. Riau Islands Province. Find out the response of soft skills needs in Mechanical Engineering Vocational School, used a questionnaire completed by respondents using categories, Very Important, Important, Less Important and Unimportant.

3. RESULT AND DISCUSSION

The results needs analysis of soft skills, be categorized into two parts, namely general soft skills that can be used in the field company's and specific soft skills in the field of machinery. Soft skills needs analysis results as follows:

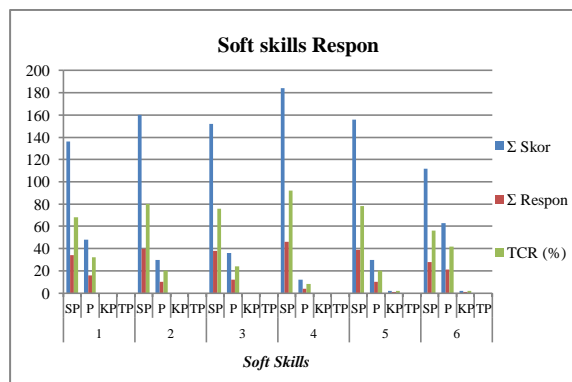


Fig 2. Soft skills respon general categorize



Fig 3. Soft skills respon general categorize

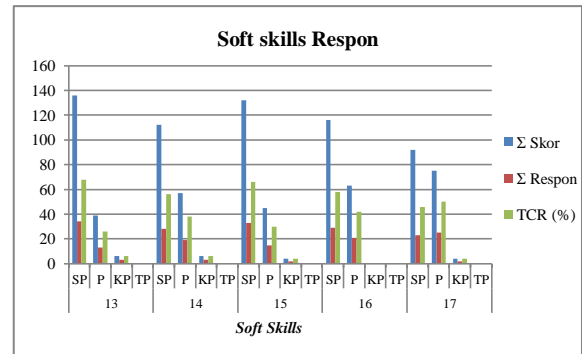


Fig 4. Soft skills respon engineering specific categorize

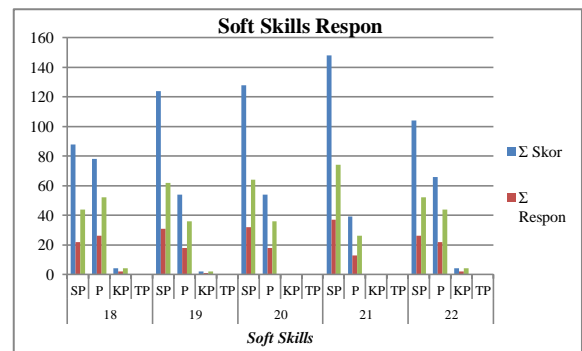


Fig 5. Soft skills respon engineering specific categorize

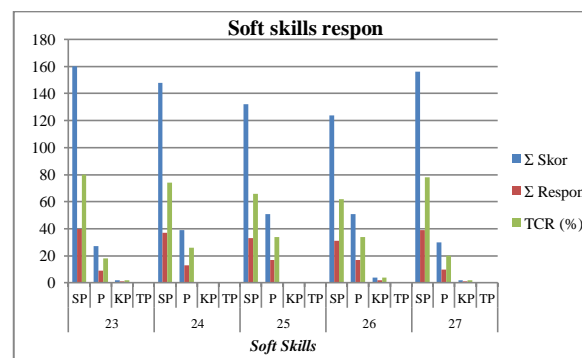


Fig 6. Soft skills respon engineering specific categorize

The results of data processing soft skills needs analysis students' Department of Mechanical Engineering, is divided into two parts, namely soft skills commonly used in companies that support the work of machining described in Figure 3 and 4. The type of soft skills in the chart written with sequence numbers 1 through 12. For specifically for machining soft skills depicted in Figure 5 to 7, with the order type of soft skills is indicated by a sequence of numbers 13 through 27. The decision criteria for response on a needs analysis to see the response to the SP category (very important) and P (important).

Soft skills used in the general category in companies and support the work machining consists of 1. Demonstrate a willingness to develop a career, with the percentage of category is very important

and important by 68% and 32%, 2. Demonstrate ethics communication in the workplace, 80% and 20%, 3. Demonstrate good interpersonal relationships at work, 76% and 24%, 4. Demonstrate good cooperation in employment, 92% and 8%, 5. Demonstrate a high work ethic in work, 78% and 20%, 6. Featuring action the problem solving in accordance with the rules of employment, 56% and 42%, 7. Maintaining timely attendance, 70% and 30%, 8. Demonstrate high initiative in work, 56% and 42%, 9. Demonstrate honesty in work, 82% and 18%, 10. Comply with all regulations in employment, 64% and 34%, 11. Shows a responsible attitude in each work had done, 84% and 16%, 12. Shows a good adaptation in work, 50% and 46%.

Specification of soft skills required for machining work in work world in appropriate with the results of the analysis in figure 3 to 6, with a very important and important category, described as follows, soft skills No. 13. Trying to observe the work process in accordance with the plans and drawings production design, 68% and 26%, 14. Trying observing to the production quotas determined, 56% and 38%, 15. Demonstrate an attitude to support, care for and maintain the success of the agency / company, 66% and 30%, 16. Motivated to participate in advanced training and learning work processes, 58% and 42%, 17. Demonstrate appropriate planning and operations specification products based on work instructions, 46% and 50%, 18. Always demonstrating Warming up engine before operation, 44% and 52%, 19. Shows the readiness of equipment before operational, 62% and 36%, 20. Demonstrate checking machine at the first operating units, 64% and 36%, 21. Setting the machine according product specifications, 74% and 26%, 22. demonstrate the correct material handling, 52% and 44%, 23. Demonstrating health and safety at every engine work process, 80% and 18%, 24. Demonstrate caution in operating the machine, 74% and 26%, 25. Demonstrate maintenance and take care of the engine, 66% and 34 %, 26. Demonstrate checking the quality standards of production, 62% and 34%, 27. Demonstrating the engine shut off in sequence base on the procedure, 78% and 20%.

Based on the results of questionnaire analysis soft skills that have been given to 50 sample, showed that 27 items of soft skills on the job machining, all of them selected in the category of very important and important, it showed that soft skills is necessary in the work of industrial or business-related with soft skills that should be possessed by the students of Mechanical Engineering Department of Vocational School. "transversal skills must be developed in all courses and degrees. There is a substantial difference when contrasting the closeness of agreement between what the graduates acquired at

school and what they apply in their workplace" [8].[9]

4. CONCLUSION

Based on the need analysis has been applied, with 27 items were selected by the soft skill of respondents categorized as very important 67% important category 31% and remaining of less important and not important is 2% Thus the 27 items soft skills to be owned by the Department of mechanical engineering Vocation School students as one of the competencies required. With have the soft skills, students will expected to have good competence in expertise field to face of work world.

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