

Analisis Kesiapan Kerja Mahasiswa Magang dalam Dunia Industri

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ABSTRACT

This study aims to determine the job readiness for a student who does an internship at PT. Pertamina. The research was also conducted using a qualitative method with a phenomenological approach model design. The subjects in this study are 2 students from UIN Raden Fatah Palembang. This Study also obtained significant results with previous research that used 5 themes as a form of testing the accuracy of the test tools used regarding job readiness for a students who carried out internship activities. Supported by a research subject that is adapted to the research theme, namely about what difficulties and challenges are experienced while adapting to the company environment with student status, the subject's ability to show initiative or actively work while learning with official members of the company or fellow interns.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui kesiapan kerja bagi seorang mahasiswa yang melakukan magang di PT. Pertamina. Penelitian ini juga dilakukan menggunakan metode kualitatif dengan model atau design pendekatan fenomenologi. Subjek dalam penelitian ini berjumlah 2 mahasiswa yang berasal dari UIN Raden Fatah Palembang. Penelitian ini juga memperoleh hasil yang cukup signifikan dengan penelitian terdahulu yang menggunakan 5 tema sebagai bentuk uji keakuratan alat uji coba yang digunakan mengenai kesiapan kerja bagi mahasiswa yang melakukan kegiatan magang. Didukung dengan subjek penelitian yang menyesuaikan dengan tema penelitian yakni tentang kesulitan dan tantangan apa yang dialami selama beradaptasi di lingkungan perusahaan dengan status mahasiswa, kemampuan subjek menunjukkan inisiatif atau giat bekerja sekaligus belajar bersama anggota resmi perusahaan atau sesama rekan magang.

Introduction

The timeline, the pace of the generation that is getting faster is accompanied by technological sophistication that makes each individual opportunity even tighter and requires physical struggle and time. It also highlights job opportunities that are unevenly matched with the number of seekers or people who need work. The result of this phenomenon has an impact on the increasing number of unemployed which is certainly a *problem* for the Indonesian state. However, for those who have job readiness and meet the general criteria in all aspects needed by the company, of course it is a great and profitable opportunity to excel in the competition to get the desired job. This does not apply to those who do not have the ability and readiness to work, who of course will always occupy a backward position and will only get the role of a spectator in the journey of other people's lives.

This period also applies to all levels of society at this time, especially in this study highlighting specifically 5th semester students who are planning internships. Some common reasons that make students choose to do internships are so that they are better prepared to take part in the internship program that will be carried out by the campus in the next semester. But in addition to internships to better prepare themselves, there are some students who also benefit in the form of pocket money that they get when they dedicate themselves well during the internship. In other words, students who maximize their work during internships will get many benefits in various aspects. According to the internship program, it is used as one of the efforts to bridge the gap between the theories obtained by students in college and the actual professional conditions in the field. This activity is a suggestion that becomes a supporting stimulus and as an effort to increase the experience of students in the profession that they will take in the future and this method is one of the steps to introduce to the community or certain layers of the study program they take and see what contribution is made during their studies in college. Quoting from this internship program, supported by a government program, namely the Independent Learning – Independent Campus program which is one of the policies of the Minister of Education and Culture, has the goal of preparing students to face social, cultural, world of work and rapid technological advancements, student competencies must be prepared to be more in tune with the needs of the times. With the facilities that currently exist in the Indonesian community, of course this is the biggest support to build the character of each individual to be better prepared to enter the world of work. (Hasan Ismail & Musdalifah, 2018) (Aswita, 2022)

According to Fitriyanto (2006: 9) and Sugihartono (2000: 15) in work readiness is a condition that shows the compatibility between maturity between physical, mental and experience, so that individuals have the ability to carry out certain activities in relation to work. Meanwhile, according to Sugihartono, work readiness is a condition that shows a harmony between physical maturity, mental maturity and learning experience, so that individuals have the ability to carry out certain activities or behaviors in relation to work. Or in other words, job readiness is a condition of physical maturity, mental maturity and learning experience of a person who is suitable to do a job that he has chosen. (Muspawi & Sustainable, 2020)

Based on the explanation that has been attached in outline above, this study aims to explore the job readiness of students who are occupying the 5th semester of lectures and have been accepted to do *internships* at PT. Pertamina. This research is also expected to provide benefits for readers as well as researchers who are enthusiastic about industrial and organizational psychology research variables. By understanding the experience gained by students, it is intended that education providers can identify what aspects are needed to improve for students before entering the world of work. On the other hand, this research also intends to see an increase in involvement between universities and the world of work industry so that students benefit from this internship activity, as an opportunity for students to show their self-worth, expertise, or in other words their dedication.

Method

This study uses a qualitative method with a phenomenological study approach. Quoting from Ahmisa Putra (2012), phenomenology studies socio-cultural phenomena by starting from the things that underlie human behavior, namely consciousness, so phenomenology does not propose parables or models like other approaches. The purpose of

this phenomenology itself is to describe as best as possible the symptoms that exist outside of human beings as they present themselves in front of human consciousness. Furthermore, Cresswell (2016) said that the phenomenological approach aims to explore a deep understanding of the respondents' perspectives in interpreting their experiences in a broader context. (Junianto et al., 2024)

The subject of this study is a 5th semester student majoring in Psychology at UIN Raden Fatah Palembang. The subjects involved amounted to 4 students. The determination of the subject is carried out using *a purposive sampling technique* with the criteria of students who have carried out an internship program at PT. Pertamina. Data collection is carried out by means of in-depth *interviews*, which is an interview technique commonly used in collecting data on case studies. The purpose of conducting in-depth interviews is to dig deeper into a phenomenon that is being studied. Questions asked by researchers can be open-ended questions (Yona, 2014)

In this study, in-depth interviews were conducted through two channels, namely online and offline. The items of the interview questions are more or less like this regarding 5 types of one aspect of job readiness (Junianto, 2024); "What was the biggest challenge you felt during the internship?" (Difficulties experienced), "How effective is the company onboarding process in helping you to understand the company?" (Adaptation at the Internship location), "To what extent do you seek additional project assignments beyond the assigned assignments?" (Initiative in Work), "What new skills did you learn during the internship?" (Learning Process), "What lecture study theory helps you the most in implementing the internship?" (Technical Knowledge & Skills).

The data that has been collected through interviews is then analyzed using *content analysis techniques*. According to Sampel (1983) in (Heriyudananta, 2021) *content analysis* is an analysis of the content that cannot be separated from the interpretation of a work. Methodologically, this analysis tries to offer epistemological assumptions to an understanding that not only dwells on the analysis of texts, but also emphasizes the context that surrounds it and its contextualization in different periods.

Results and Discussion

The results of this study found job readiness in 5th semester students. There is 1 aspect that becomes a benchmark or variable and is developed into 5 themes found related to work readiness in 5th semester students who do internships at PT. Pertamina, namely (1) Difficulties experienced, (2) Adaptation at the Internship location, (3) Initiative at work, (4) Learning Process, (5) Technical Knowledge and Skills.

Theme 1 (Difficulties experienced): The CN subject said "*at the beginning it was not too difficult, because people did not give difficult work, if the latest challenge is that it is possible for the HC department to understand some important software because of the need to manage people who are in the IT company, this part also needs to understand how to recap their data*" From the information that CN gave he felt that there was no difficulty during the internship because the company did not give a heavy burden of work and for the latest challenge for CN was when he operated some *software* which he thought was important because in addition to the interns being required to understand the employee management system in the company, the HC part which is now the position they occupy requires them to understand which stages of data recap requires operation of this software or *software*. Meanwhile, according to DT, "*The challenge is more about having to adjust to the Sano Bae*

sii environment. This is the reason why this has entered the office world. Like the disano tuu, most of them use excel instead of word. So you have to be able to excel even though it's basic" just like CN, DT is also required to master *the basics* or basics of software applications such as *excel, word, or microsoft office*. Quoting from the ability to use Microsoft Excel professionally can be indispensable in several functions, formulas, and methods need to be done to be able to work on reports that have a very large amount of data. However, DT's obvious difference is more specific, saying that at first he felt challenged when he had to adjust more to the office environment that he felt for the first time. From DT's statement, he also said that for the operation of this software or excel itself, he admitted that he still saw youtube tutorials because there were several formulas that had not been learned in the computer supplementary course in semester 1.(Fadel Nugroho et al., 2022)

Theme 2 : Adaptation at the internship location. From the information provided by the CN and DT subjects, they both mentioned that they were very helpful when the company introduced the company when the company gave an orientation period before the internship was carried out. This can also help interns to get to know the company better and what tasks they will get while there. In line with the quote from the fact that students should be briefed first before the internship process is carried out, the supervisor provides serious guidance to students, computer application materials are deepened, the planning and implementation of internships are more coordinated, in the provision of courses adjusted to real conditions in the field, and in the courses.(Lutfia & Rahadi, 2020)

The subject DT also admitted that during the introduction process, they were introduced to the realm of oil refineries such as the regulations and prohibitions at the refinery. Quoting from Hartono (2014), in conditions like this, it is related to their readiness which is a general condition that makes them ready to respond/answer a situation in a certain way. Adjusting the situation at any time will result in a tendency to respond. The situation has at least three aspects, namely: a) physical, emotional and mental state; b) motives, needs and targets; c) skills, science and other knowledge that has been learned. And also they admit that there is a (Gohae, 2020) *wajengan* or guidance regarding assignments in the company or advice on life and work motivation. Both mentioned that there is an increase in the operation of software and how to deal with the real world of work such as how to behave with new people, especially building work ethics when dealing with superiors or those who have high positions. In this situation, interns really need additional skills in addition to the knowledge gained in college, as said soft skills or additional abilities are considered important because this concerns the problem of employee attitudes and behaviors, the emergence of bad behavior in the company can greatly affect work. (Lutfia& Rahadi, 2020)

Theme 3 : Initiative in work. Both subjects admitted that for the initiative in work, they both prioritized punctuality when they arrived at the office, the initiative to help official employees regarding what tasks can be attempted or done by the interns. Furthermore, the subject of DT also said, "*So far it is more about our ideas. Cak from ig yesterday well, that's our idea that we discussed to be submitted and for the content of the apo be activities that HC made*" from the quote the interns who especially occupy the position of HC, they took the initiative to create an *Instagram* social media account as a means of documentation during their work at PT. Pertamina RU III Plaju-Palembang Refinery. Supported by the statement that initiative affects the ability to adjust, meaning that increasing initiative in work will increase the ability to adjust. (Asih, 2017)

Theme 4 : Learning Process. Quoting the learning process is essentially an invisible mental activity, which means that the process of change that occurs in a person who is learning cannot be witnessed clearly, but can be seen from the symptoms of behavior change. For the question of how relevant are the tasks and responsibilities given to students with the field of study taken on campus. The subjects admitted that the study science related to lectures has not been used too much in the internship activities they are doing. Because the time efficiency they occupy in the HC division is only to do general tasks and does not require them to apply industrial psychology in their (Nahar, 2016) *internship* opportunities this time. In this theme, it can also be seen that the learning process undertaken by intern students has a very different or irrelevant relationship between the field of lectures and the field of internship they are undergoing.

Theme 5 : Technical Knowledge and Skills. Continuing the information from the subjects regarding the fourth theme that the psychological theory or lecture studies they took had not been used at all in the internship process of the subjects. However, only a few treats or ways of communicating and observing a person or the surrounding environment in general. Knowledge and skills either acquired before or after this internship have benefits for students. As cited by knowledge such as mastery of soft skills such as the ability to communicate well in the surrounding environment, adaptability, ability to manage teamwork, social skills, and thoroughness in work. So, from that it is mentioned that from the internship activities will form benefits for students in carrying out their duties and solving partner problems. (Wasih & Tama, 2023) .

Conclusion

From the results and discussions that have been processed, the author can draw the conclusion that this research has relevance to the research that illustrates the results of the research there are 5 themes used in student work readiness, namely (i) difficulties experienced, (ii) adaptation at the internship site, (iii) initiative in work, (iv) learning process, and (v) technical knowledge and skills. In the work readiness that has been shown by the subject, in accordance with the observation and interview agenda which was carried out on the subject of internship students, there was no severe difficulty with the tasks imposed on them by the company. However, the contrast of the subjects stated that there was little difficulty when operating formulas or formulas in Microsoft Excel and this was not included in the difficult category. Like DT subjects, it is likely that the majority of internship students experience similar things when they have to try to adapt to a new environment, especially in the scope of work. However, because of the support and openness of several mentors or supervisors who have guided them, of course this action is very helpful in the process of adapting internship students in the company environment and followed by the process of networking and increasing initiative or learning activity in students. So that from a series of themes, an optimal learning process is created for students and produces useful benefits for students and companies. And all of this leads to an increase in knowledge and skills in students, which in general can be concluded that work readiness in students is determined by the process of adapting to the company environment as well as the support or facilities and pre-facilities provided by the company.(Junianto et al., 2024)

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