

Analisis Employability Skills pada Fresh Graduates Sarjana Teknik di Industri Manufaktur Dan Kaitannya Dengan Hiring Intention = Employability Skills Analysis on Fresh Graduates of Engineering in Manufacturing Industry and Its Relation to Hiring Intention

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Abstrak

Industri memerlukan sumber daya manusia untuk dapat mengikuti perkembangan terus-menerus yang terjadi di dunia industri. Perkembangan teknologi dan ekspansi perusahaan-perusahaan secara global mendorong peningkatan pentingnya soft skills. Employability skills dan sikap positif menjadi hal paling penting yang dipertimbangkan employers pada proses rekrutmen fresh graduate. Di Indonesia, jumlah sarjana teknik yang dibutuhkan di bidang industri meningkat tiap tahunnya. Industri manufaktur di Indonesia merupakan salah satu sektor yang paling penting, ditunakkan dengan kontribusi industri manufaktur terhadap Produk Domestik Bruto Indonesia. Tujuan penelitian ini adalah untuk mengembangkan model employability skills para fresh graduates sarjana teknik terkait employers' satisfaction dan hiring intention. Pada penelitian ini juga dilakukan analisis kesenjangan keterampilan antara pentingnya keterampilan atau keterampilan ideal dengan keterampilan yang dikuasai fresh graduates, dari perspektif employers. Model pada penelitian ini meliputi variabel keterampilan komunikasi, keterampilan profesional, core employability skills, keterampilan berpikir, keterampilan interpersonal, keterampilan komputasi, dan enterprise and entrepreneurial skills. Dua variabel berikutnya antara lain employers' satisfaction dan hiring intention. Data dikumpulkan melalui kuesioner terstruktur dengan responden employers di perusahaan manufaktur yang memimpin fresh graduates sarjana teknik dari universitas dan institut di Indonesia.

.....Corporations require employees to catch up with the continuous changes that happened in the industries. Technology development and corporations' expansion globally drive soft skills to become so essential. Employability skills and positive attitudes become the most important things considered by employers for recruiting fresh graduates. In Indonesia, the number of engineering bachelor's required is increasing each year. The manufacturing industry in Indonesia is one of the most critical sectors, which shows by the industry contribution to Indonesia's Gross Domestic Product. The study's objectives are to develop a conceptual model for employability skills among fresh graduates of engineering regarding employers' satisfaction and hiring intention. This study also analyze the skills gap between skills importance and skills possessed, perceived by employers. The model included seven skills as part of employability skills: communication skills, professional skills, core employability skills, thinking skills, interpersonal skills, computing skills, and enterprise and entrepreneurial skills. Two other variables are employers' satisfaction and employers' hiring intention. The data were gathered through a structured questionnaire from employers in manufacturing corporations employing fresh graduates of engineering from Indonesia Universities and Institutes.