Vocational Students’ Motivation for Professional Skills

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Abstract. The purpose of this research is to know whether there is a positive and significant correlation between readiness work and achievement motivation with performance of vocational education graduates. Expost facto research method by taking data with instrument was employed in this study. To obtain data on work attitude variables, achievement motivation is taken from primary data through employee respondents in Bitung City, Indonesia industry with a sample of 37 people. Results of the research show that: (i) good work readiness is the dominant element in determining the performance level of vocational graduate worker. (ii) There is correlation between achievement motivation with graduate performance, (iii) there is correlation between work readiness and achievement motivation together with graduate performance. The contribution of work readiness and achievement motivation together with graduate performance was 73%.

1. Introduction

Vocational education has a very important role in the era of development today to meet the demands of job competence. Vocational high school which is a formal education is expected to fill the needs of business and industry. Vocational schools should sharpen their function and role in preparing their students in order to have certain skills that can be directly beneficial to enter the world work [1]. So to be ready to work need to link and match premises work. That in fact, schools that apply Honda Motor Engineering Curriculum (KTSM) Honda already have standardization qualified for graduates ready to plunge into the world of work [2]. But in fact, there are still a number of vocational graduates who have not got a job. This is one of the causes of the lack of synchronization of science taught in schools with the skills needed in the workplace.

The Vocational Device in preparing the wasted personnel in certain areas of expertise as a provision for sustainable self-development into a national asset that can play a role to face the competition of the MEA region and at the same time utilizes job opportunities. Because, it needs prepared a reliable human resources and able to master the knowledge, technology, and skills in certain areas of expertise. The establishment of a professional workforce should be established through an educational program appropriate to the needs of employment. Vocational secondary education is essentially a labor market to meet employment seekers who are the place of projection of their graduates, meaning to be able to carry out their duties properly and achieve their goals effectively so vocational secondary education cannot be separated from employment. Vocational education is
designed and implemented and evaluated in relation (link) to the demands of employment needs so that the results are really suitable or match with the demands of employment needs. In order to develop human resources implemented through vocational secondary education can be highly efficient and able to increase productivity it is necessary efforts towards improving the quality of education so that learners can prepare to enter the world of work. Providing career guidance services in schools is expected to learners have the skills in making decisions about his career in the future, and can provide a variety of information related to the world of work in accordance with the field of expertise. This will be very useful for learners to add insight as capital entered the business world. The form of successful learning in schools can be seen from the achievement of student learning, because the achievement of learning shows the results of efforts achieved by students during their learning activities in schools that are generally shown in the form of value. Similarly, the readiness of the vocational graduate worker in the Industrial World. The unpreparedness of the workforce that we have apart from the limited employment opportunities that are not comparable with the labor force graduate performance [3].

Vocational High School in Bitung City continues to strive to prepare students in order to become graduates who are ready to work, which becomes the main priority of vocational graduates that answer the needs of workers and open employment, or to continue to higher education, of course that suits the field of expertise of graduates while in vocational school. Industrial Work Practices and the provision of Career Guidance services is a mandatory activity of Vocational High School which is useful for preparing graduates. The Career Guidance Services at the school also assist students in preparing graduation as per the qualifications implied by the World Work World of Industries. The graduate of Vocational High School in Manado City, North Sulawesi Province (Sulut) is prepared to enter the world of work, especially retail industry [4]. We started this preparation by giving lessons about the retail industry to students' children in vocational high school Manado, through Alfamart class. So, also in the city of Bitung, the program Alfamart Class to meet the needs of ready-to-use labor in the retail industry. With this educational program, it can assist local governments in providing employment for vocational high school graduates.

Readiness is an important key before someone enters the workforce. Someone who already has a job readiness will be more successful in pursuing his career. Readiness of work is all the individual conditions that include physical readiness, mental, broad insight and experience and the willingness to perform a job or activity. In addition to these three aspects, one's success towards his work is also supported by his love of work or often referred to as passion. Someone who loves his work will work diligently, passionately, creatively, and not depressed. In preparing the student as a workforce also need to provide motivation to learn that is contained in self and outside students to make changes in behavior. How important to cultivate student learning motivation, because its existence is very meaningful for the act of learning to the goals to be achieved. A student, who has been motivated to learn something, will try to learn it well and diligently, in the hope of getting good results. Good results will affect the readiness of the student's work. This should be nurtured early, which is to optimize the readiness of work in the field of Mechanical Engineering expertise.

Achievement Motivation can affect student learning activities so that in the end is an attempt to achieve the learning achievement field of mechanical engineering expertise optimally. Achievement Motivation can encourage workers / employees to further improve and maintain Achievement work in the field of mechanical engineering skills. When workers/employees have high Achievement Motivation will show higher value in their performance compared with vocational high school graduate workers who have low Achievement Motivation. But all that is not easy to achieve if from...
within the employees, in order to, have the impetus to carry out quality work. Empirically, the lack of motivation achievement of graduate worker of vocational high school competence of mechanical engineering skill can be known by the lack of readiness to work when given the task by the company in accordance with the competence of its expertise, in addition to the seriousness of the worker at the beginning of the job. At the time of the sub-manager direction of the field of mechanical engineering workers less responsive / attention to the explanation of the sub-manager, so when the assignment to the worker, the concerned does not maximize the task or the work is not complete.

2. Literature Review

2.1. The performance of vocational high school graduates

Performance is a manifestation of work done by employees who are usually used as a basis for assessment of employees or organizations [5]. Good performance is a step toward achieving organizational goals. Therefore, efforts should be made to improve performance. But this is not easy because many factors affect the high and low performance of a person. Performance is a result achieved by a person according to the size applicable to the work in question [6]. Something done or product / service produced or given a person or group of people [7]. Performance is a record of acquisition resulting from the function of a particular job or activity during a given period of work [8]. Performance refers to the level of achievement of tasks that make up a job employees. Performance reflects how well employees meet the requirements of a job [9]. Performance is a real behavior that displayed every person as work performance generated by employees in accordance with its role in the company [10]. Employee performance is a very important thing in the company's efforts to achieve its goals. From some of these descriptions, it can be argued that performance is the real work achieved by a person in carrying out the tasks assigned to him in accordance with the criteria and objectives set by the organization. Almost all means of performance appraisal consider the following: (1) Quantity is the amount to be completed; (2) Quality is the quality produced; (3) The timeliness in accordance with whether or not the time has been planned [7]. Furthermore, Performance appraisals should not be understood narrowly, but can produce a wide range of performance types that are measured in various ways. The key is to frequently measure performance and use that information for mid-period correction [9]. The performance of employees is actually assessed on five dimensions such as: (1) Quality, (2) Quantity, (3) Project completion, (4) Cooperation, (5) Leadership. Elements of performance assessed as follows: (1) Loyalty, (2) Job performance, (3) Responsibility, (4) Obedience, (5) Honesty, (6) Initiatives, (7) Leadership. From some of these descriptions, it can be argued that performance is the real work achieved by a person in carrying out the tasks assigned to him in accordance with the criteria and objectives set by the organization [11].

2.2. Achievement motivation

Motivation comes from the Latin Movere which means to push or move. The word motivation and motive are used alternately in explaining the impulse that drives a person to behave. Motivation is the desire that there is an individual who stimulates him to perform the actions or something that becomes the basis or reason someone behaves. Motivation work can be interpreted as a desire or need that lies behind a person so he was motivated to work. Therefore, various motives appear in someone, so motivated to do something. As it is understood that motives are internal conditions that move, control and direct individuals toward certain goals. Motivation is the whole process of encouraging / improving one's motives in such a way that he is motivated to do something (behave) with eager to
achieve the desired goal in an effort to satisfy his needs [12]. A person's motivation is determined by the intensity of his motive. An important question of job for a managerial leader is: "How to motivate the work of his group members". Motivation is a psychic process that encourages a person to do something. Motivation is a tool superior for subordinates willing to work hard and work smart as expected. Knowledge of motivation patterns helps managers understand the work attitude of their employees. Motivation can come from within and outside of a person. Motivating yourself let alone motivating others or subordinates which is not an easy task. Job routines often lead to deep saturation that can degrade the motivation of achievement, which is exacerbated by unsupportive working conditions. Willingness can be overcome to conduct training. The basic factor is the need that must be met. In line with the development of motivation developed theories of motivation. Driving factors are things that drive the achievement that is intrinsic, which means sourced from within a person for example: cleanliness, recognition, creativity, responsibility. And maintainer factor is extrinsic factor which means sourced from outside oneself e.g.: Work environment, work incentive, working relationship, work safety. Motivation can be interpreted as a process of psychology that reflects the interaction between attitudes, needs, perceptions, and decisions that occur in a person [13].

The process of psychology arises due to the factor within a person itself is called intrinsic and extrinsic. Factors within a person can be personality, attitude, experience and education, or expectations, aspirations that reach into the future while factors from outside the self can be generated by sharing other factors are very complex. But stimulation, subordinate behavior in organizational life is essentially task-oriented. That is, that the behavior of subordinates are usually driven by the desire to achieve goals must always be observed, supervised, and directed in the framework of execution of tasks in achieving organizational goals. A person's motivation is influenced by the intrinsic power stimuli present in the individual / individual, the external stimuli may also affect motivation, but the motivation itself reflects the individual's reaction to the stimuli. Furthermore, Motivation is closely related to learning theory [14]. Before argues that many needs are derived from culture. Three of the needs are: 1) the need for achievement (need of achievement) abbreviated , 2) the need for affiliation (need of affiliation) abbreviated as Aff and 3) the need for power (abbreviated as Power1q). Achievement motivation is an inner drive to overcome all challenges and obstacles in an effort to achieve goals. The motivation of affiliation is the urge to connect with others or the urge to have as many friends as possible. Motivation in power is the urge to influence others to submit to their will. Work motivation is something that raises the spirit or encouragement and work. Therefore, Motivation work in psychology as a morale booster. Motivation is giving power that creates the excitement of one's work, so they will cooperate, effectively and integrated with all its efforts to achieve satisfaction [5]. Also, the motivation is the desire that is in the individual an individual who stimulate him to perform the actions.

2.3. Readiness work
Readiness according to the dictionary of psychology is the level of development of maturity or maturity that is profitable to practice something [15]. It is also suggested that readiness includes the ability to position itself if it will initiate a series of movements related to mental and physical readiness. Defines readiness as follows: Readiness is the whole condition that makes it ready to respond in some way to a tendency to respond. Conditions include at least three aspects: (1) physical, mental and emotional conditions, (2) needs, motives and goals, (3) skills, knowledge and other understandings learned [16]. Readiness is a fairly good ability physically and mentally [17]. Physical readiness means adequate energy and good health, while mental readiness, has enough interest and
motivation to perform an activity, Readiness is the level or circumstance that must be achieved in the process of individual development at the level of growth mental, physical, social and emotional [18].

Job Readiness is the ability of a person to carry out work well within and outside the employment relationship to produce goods or services. Readiness Work is the ability of a person to complete a particular job. Job Readiness is the ability, skill, and work attitude that is in accordance with the demands of society and in accordance with the potentialities of students in various types of specific jobs that are directly applicable [19]. Readiness A person's work is not just what he has done, but a job or position that is truly appropriate and compatible with the potentials of those who hold him, so that everyone who holds the job he holds will be happy to shake him and then they will do their best to improve their performance, develop their own potential, their environment, and the necessary infrastructure to support their work. Based on the above opinion, it can be concluded that Readiness Work is the overall condition of individuals who cover physical, mental and experience and the willingness and ability to perform a job or activity. Job Readiness includes the desire and ability to perform a job and to seek a certain activity, in this case depending on the level of maturity, past experience, mental state and emotions of a person. Before passing maturity and behavior, Readiness Work cannot be owned though through intensive training and quality.

The main purpose of vocational learning is to prepare learners to become successful workers in the workforce [20]. Therefore, graduate of Vocational High School is expected to be a successful worker in the world of work, both as a worker and entrepreneur. The Work Readiness Program is a program-based competency that utilizes the learning experience to enable students to work well while being supervised by their work components [21]. This program should be done by all vocational education, especially vocational education so that the main purpose of vocational high school can be realized. Based on the above opinion, it can be concluded that Readiness Work is the main goal of vocational high school. So this research is done in vocational high school Bitung City which also has a goal which creates graduated from vocational education ready for work.

3. Methods

This research was conducted on vocational graduate workers in Bitung City industry from January to November 2016. Purposive samples were 37 people and distribution of sample members (vocational graduate workers) in Bitung City with a population of 5 industries of mechanical engineering as many as 47 people. PT Unggul Setia Abadi as many as 15 people, PT Dok Kelapa Dua as many as 7 people, PT Pathemaang Dock Yard as many as 3 people, PT Industri Kapal Indonesia as many as 10 people, PT Samudra Puranable as many as 12 people.

4. Results and Discussion

The results of the three research hypotheses proved to reject Ho. Readiness work variables (X1), and achievement motivation (X2), are positively and significantly correlated with graduate performance (Y) can be explained as follows: First, through simple regression and correlation analysis on work attitude variable with performance of vocational graduate (worker performance) we get the equation of regression line: $\hat{Y} = 26.406 + (0.764) X1$ and correlation coefficient equal to 0.764 which each significant $\alpha = 0.01$. Both of these variables are positively and significantly correlated, where 53.8% variance in SMK graduate performance can be explained by Readiness Work of regression equation $\hat{Y} = 26.406 + (0.764) X1$. This proves that Readiness Work is one of the predictors of graduate performance.

The result of regression analysis and simple correlation on Readiness Work variable correlated
positively and significantly with the performance of graduates obtained by equation of regression line \( \hat{Y} = 26.406 + (0.764) X1 \) and correlation coefficient 0.734 each significant at \( \alpha = 0.01 \). This proves that Readiness Work is one of the predictors of graduate performance. Both of these variables are positively and significantly correlated, where 28% variance that occurs in the performance of SMK graduate workers can be explained by Readiness Work through regression line equation \( \hat{Y} = 26.406 + (0.764) X1 \). This shows that a good working attitude is a dominant element in determining the level of performance of vocational graduate workers. The results research showed that graduate program completers who had an internship and an assistantship were significantly different from those who did not in terms of their perceived work readiness [22]. The results of the vocational graduates job readiness is influenced by the experience, insight of the world of work and vocational competence through employability skill [23]. Second, through simple regression and correlation analysis of achievement motivation variable with the performance of graduates obtained equation of regression line \( \hat{Y} = 16.665 + (0.123) X2 \) and correlation coefficient equal to 0.811 which each significant \( \alpha = 0.05 \). Both of these variables are positively and highly significant, where 65.8% of the variance that occurs in the performance of graduates can be explained by the level of motivation preceding the equation of the regression line \( \hat{Y} = 16.665 + (0.123) X2 \). This proves that achievement motivation is one of the predictors of graduate performance.

Third, from result of regression analysis and double correlation on work attitude and achievement motivation together with graduate performance obtained by regression line equation \( = 14.45 + 0.28X1 + 0.21X2 \) and correlation coefficient 0.854 each significant at \( \alpha = 0.05 \). The independent variables and dependent variables are positively and significantly correlated, where 73% of the variance in the performance of graduates can be explained together through work attitude and achievement motivation through the regression equation.

5. Conclusions
The results of research can be concluded as follows: (i) there is a significant relationship between work attitude with the performance of vocational graduates, so a good work attitude can determine the performance level of vocational graduates; (ii) there is a significant relationship between achievement motivation and the performance of vocational graduates; and (iii) there is a significant relationship between job readiness and achievement motivation with the performance of vocational graduates in Bitung City.

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