

Analisis Keahlian Lulusan Sarjana Teknik Industri dan Hubungannya dengan Kebutuhan Industri dengan Pendekatan Structural Equation Modeling = Analysis of Fresh Industrial Engineering Graduates Employability Skills and Its Relationship with Industrial Needs through Structural Equation Modeling Approach

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Abstrak

Indonesia akan mengalami bonus demografi pada tahun 2045. Salah satu faktor yang harus dipenuhi Indonesia untuk menikmati bonus demografi adalah sumber daya manusia yang berkualitas dan penyerapan sumber daya manusia tersebut. Sayangnya, kualitas sumber daya manusia dan penyerapannya ke pasar tenaga kerja masih kurang baik. Angka pengangguran mengalami tren kenaikan setiap tahunnya. Menganalisis keahlian kerja yang dimiliki oleh sumber daya manusia adalah langkah menuju pengembangan sistem pendidikan dan karir untuk masa yang akan datang. Penelitian ini bertujuan untuk melihat kesenjangan keahlian yang terjadi di kalangan lulusan sarjana teknik industri saat pertama kali mendapatkan pekerjaan, serta melihat hubungan antara variabel keahlian kerja dalam membentuk employability confidence. Penelitian dilakukan berdasarkan teori keahlian kerja dan employability confidence serta pengolahan data dilakukan dengan metode Partial Least Square – Structural Equation Modeling (PLS-SEM). Penelitian menggunakan data primer melalui kuesioner online. Total terdapat 121 responden dari lulusan sarjana teknik industri yang sudah memiliki pekerjaan tetap dengan total pengalaman 6-24 bulan. Dari penelitian diketahui beberapa hal, diantaranya seberapa besar kesenjangan keahlian yang terjadi dan variabel-variabel keahlian kerja apa saja yang berpengaruh terhadap employability confidence

.....Indonesia will gain a demographic bonus in 2045. One of the factors that must be acquired by Indonesia to gain the benefits of demographic bonus is great quality in human resources and absorption of these human resources. Unfortunately, the quality of human resources and their absorption into the labor market is under standard. The unemployment rate is experiencing an increasing trend each year. Analyzing the work skills possessed by human resources is a step towards developing the education and career system for the future. This study aims to look at the skills gaps that occur among industrial engineering graduates when they got their first employment and see the relationship between skill variables that created the employability confidence. The research was conducted based on the theory of employability skills and employability confidence and data processing was carried out using the Partial Least Square - Structural Equation Modeling (PLS-SEM) method. This study uses primary data through an online questionnaire. A total of 121 respondents from industrial engineering graduates who already have permanent employment with a total experience of 6-24 months. From the research, it is known several things such as how big the skills gap that occurs and what employability skills variables that affect the employability confidence