

***EMPLOYABILITY SKILLS* ESENSIAL UNTUK OPERATOR MESIN
DALAM PERSPEKTIF INDUSTRI MANUFAKTUR LOGAM DAN
MESIN**

TESIS

Diajukan untuk memenuhi sebagian syarat untuk memperoleh gelar Magister
Pendidikan Teknologi dan Kejuruan Konsentrasi Pendidikan Teknik Mesin
Sekolah Lanjutan



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**PROGRAM STUDI PENDIDIKAN TEKNOLOGI DAN KEJURUAN
SEKOLAH PASCASARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
2019**

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Sebuah Tesis yang diajukan untuk memenuhi salah satu syarat memperoleh Gelar
Magister Pendidikan Teknologi Kejuruan Konsentrasi Pendidikan Teknik Mesin
Sekolah Lanjutan

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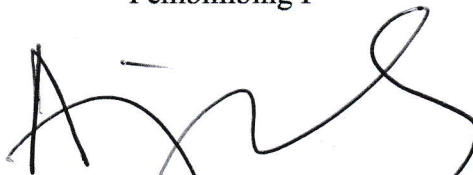
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**EMPLOYABILITY SKILLS ESENSIAL UNTUK OPERATOR MESIN
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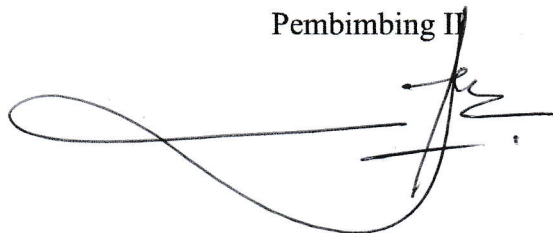
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PERNYATAAN

Dengan ini saya menyatakan bahwa tesis dengan judul “*Employability Skills Esensial untuk Operator Mesin dalam Perspektif Industri Manufaktur Logam dan Mesin*” ini beserta seluruh isinya adalah benar-benar karya saya sendiri. Saya tidak melakukan penjiplakan atau pengutipan dengan cara-cara yang tidak sesuai dengan etika ilmu yang berlaku dalam masyarakat keilmuan. Atas pernyataan ini, saya siap menanggung risiko/sanksi apabila di kemudian hari ditemukan adanya pelanggaran etika keilmuan atau ada klaim dari pihak lain terhadap keaslian karya saya ini.

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ABSTRAK

Employability Skills atau keterampilan bekerja adalah suatu kebutuhan keterampilan yang harus dimiliki seseorang agar bisa mendapatkan pekerjaan, bertahan dalam pekerjaan serta bisa mencapai kesuksesan dalam karier pekerjaannya. Tujuan dari penelitian ini adalah untuk mengeksplorasi kebutuhan *employability skills* yang spesifik untuk Operator Mesin. Penelitian dilakukan karena adanya perubahan kebutuhan keterampilan Operator Mesin yang berubah dengan cepat sehingga berimplikasi pada permintaan dan persaingan tenaga kerja terampil yang harus diperbarui sesuai dengan tuntutan kebutuhan pasar kerja di industri manufaktur logam dan mesin. Metode penelitian yang digunakan adalah metode eksploratif. Desain penelitian menggunakan metode campuran (*mix methods*) yaitu penelitian yang menggabungkan metode kuantitatif dan kualitatif serta strategi paralel konvergen dalam proses *mixing data*. Hasil dari penelitian ini adalah: (1) Kebutuhan *employability skills* yang dibutuhkan yaitu; komunikasi, mendengarkan, kehadiran, kerja sama, tanggung jawab, jujur, fleksibilitas, empati, kreatif, penyelesaian masalah, manajemen diri, perencanaan, penguasaan konsep bidang pekerjaan, dan sistem alur produksi (2) Menurut Manager keterampilan dasar merupakan keterampilan yang paling penting dalam menunjang *job* atau pekerjaan seorang Operator Mesin. Hal demikian juga selaras disampaikan oleh Supervisor, *Team Leader*. Menurut persepsi dari Operator Mesin menganggap kualitas diri merupakan keterampilan yang paling penting di tempat kerja karena keterampilan tersebut dapat membawa kesuksesan bagi Operator Mesin, (3) Temuan menghasilkan 14 kerangka kerja *Employability skills* yang diidentifikasi yaitu; 1) Keterampilan dasar: komunikasi, mendengarkan 2) Kualitas diri: kehadiran, kerja sama, tanggung jawab, jujur, fleksibilitas, empati. 3) keterampilan berpikir: kreatif, penyelesaian masalah 4) manajemen: manajemen diri, perencanaan 5) sistem dan teknologi: penguasaan konsep bidang pekerjaan, dan sistem alur produksi. Secara keseluruhan para industri lebih memprioritas keterampilan dasar sebagai suatu kewajiban utama dan kualitas diri sebagai prioritas untuk direkrut. Lebih lanjut keterampilan berpikir, manajemen dan sistem dan teknologi akan dikembangkan di tempat kerjanya nanti.

Kata kunci: *Employability Skills*, Operator Mesin, Industri Manufaktur Logam dan Mesin

**EMPLOYABILITY SKILLS ESSENTIAL FOR MACHINE OPERATOR
IN METAL AND MACHINERY MANUFACTURING INDUSTRY
PERSPECTIVE**

Written By

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ABSTRACT

Employability skills are requirements that must be possessed by someone when seeks a job, persists in employment and also his ability to be success in job career. The purpose of this study is to discuss about work skills especially Machine Operators. The research was carried out because of changing needs of Machine Operators that rapidly changed and impacted the demand and labour competition that should be upgraded according to labor market in the metal and machinery manufacturing industry. The research method used is an exploratory method. The research design uses mixed methods that combines quantitative and qualitative methods and paralel konvergen strategies in the process of mixing data. The results of this study are: (1) Employability skills requirement needed are; communication, listening, attending, cooperation, responsibility, honesty, flexibility, empathy, creativity, problem-solving, self-management, planning, mastering the concept of work, and production flow systems (2) According to the Manager, the most important thing to support the Machine Operator is the basic skills. This was also harmoniously conveyed by the Supervisor, Team Leader. According to the perception of Machine Operators, personal quality are the most essential skill in the workplace that would help the Machine Operator to achieve success, (3) Findings produced 14 framework enhancements that identified as; 1) Basic skills: communication, listening 2) Personal Qualities: attending, cooperation, responsibility, honesty, flexibility, empathy. 3) thinking skills: creative, overcoming problems 4) management: self-management, planning 5) systems and technology: mastering the concepts of working field and production flow systems. Overall, basic skills are prioritized by the industries as the main requirements, especially personal quality. Another essential skills such as thinking skills, management, systems and technology will be developed in the workplace later.

Keywords: Employability Skills, Machine Operator, Metal and Machinery Manufacturing Industri

DAFTAR ISI

COVER	i
HAK CIPTA	ii
LEMBAR PENGESAHAN	iii
LEMBAR PERNYATAAN	iv
UCAPAN TERIMAKASIH	v
ABSTRAK	vi
ABSTRACT	vii
DAFTAR ISI	viii
DAFTAR TABEL	ix
DAFTAR GAMBAR	xii
DAFTAR LAMPIRAN	xiii
BAB I PENDAHULUAN	1
A. Latar Belakang Masalah.....	1
B. Rumusan Masalah Penelitian	4
C. Tujuan Penelitian	4
D. Manfaat Penelitian	5
1. Manfaat Praktis	5
2. Manfaat Teoritis	5
E. Struktur Organisasi Tesis	5
BAB II KAJIAN PUSTAKA	7
A. <i>Employability Skills</i>	7
1. Istilah <i>Employability Skills</i>	7
2. Perkembangan <i>Employability Skills</i>	8
3. Pendekatan Pembelajaran untuk <i>Employability Skills</i>	9
4. Elemen <i>Employability Skills</i>	10
B. Operator Mesin.....	13
1. Kebutuhan Tenaga Kerja Terampil Operator Mesin.....	13
2. Kerangka Kualifikasi Kerja Nasional (KKNI) untuk Operator Mesin	14
3. Struktur Tenaga kerja Operator Mesin.....	15

C. Industri Manufaktur Logam dan Mesin	15
1. Istilah Industri Manufaktur	15
2. Klasifikasi Industri	17
3. Kawasan Industri Mesin Strategis di Indonesia	18
D. Penelitian yang Relevan	19
E. Pertanyaan Penelitian	21
BAB III METODE PENELITIAN	22
A. Desain Penelitian.....	22
B. Partisipan.....	23
C. Populasi dan Sampel	23
D. Instrumen Penelitian.....	24
E. Prosedur Penelitian.....	30
F. Analisis Data	31
BAB IV TEMUAN DAN PEMBAHASAN	32
A. Temuan.....	32
1. Kebutuhan <i>Employability Skills</i>	32
2. Tingkat Kepentingan berdasarkan Jabatan <i>Manager, Supervisor</i> dan <i>Team Leader</i> dan Operator Mesin	39
B. Pembahasan.....	67
1. <i>Employability skills</i> esensial yang dibutuhkan Operator Mesin	48
2. Tingkat Kepentingan berdasarkan Jabatan <i>Manager, Supervisor</i> dan <i>Team Leader</i> dan Operator Mesin.....	59
3. Kerangka Kerja atau <i>Framework</i> Esensial <i>Employability Skills</i> untuk Operator Mesin	60
BAB V SIMPULAN, IMPLIKASI DAN REKOMENDASI	64
A. Simpulan	64
B. Implikasi.....	65
C. Rekomendasi	65
DAFTAR PUSTAKA	66
LAMPIRAN.....	73

DAFTAR TABEL

Tabel 2. 1 Klasifikasi Industri.....	17
Tabel 2. 2 Hasil Penelitian yang Relevan	19
Tabel 3. 1 Kisi-Kisi <i>Employability Skills</i>	25
Tabel 3. 2 Deskripsi Indikator <i>Employability Skills</i>	26
Tabel 3.3 Rubrik Skor Instrumen.....	28
Tabel 3.4 Uji Reliabilitas Instrumen	28
Tabel 4.1 Uji Normalitas.....	33
Tabel 4.2 Profill Responden (N=78).....	33
Tabel 4.3 Hasil Analisis Angket Terbuka.....	36
Tabel 4.4 Hasil Rangkuman Wawancara	37
Tabel 4.5 Persepsi Menurut <i>Manager</i> N=2.....	39
Tabel 4.6 Persepsi Menurut Supervisor N=8	41
Tabel 4.7 Persepsi Menurut <i>Team Leader</i> N=19	43
Tabel 4.8 Persepsi Menurut Operator Mesin N=10	44
Tabel 4.9 Persepsi menurut lainnya N=39.....	46
Tabel 4.10 Skor Rata-rata Jabatan	48
Tabel 4.11 Deskripsi Hari's <i>Fourteen employability Skills Framework for Machine Operator</i>	61

DAFTAR GAMBAR

Gambar 2.1 <i>Employability Skills Framework</i>	10
Gambar 2.2 Daftar <i>Employability Skills</i>	12
Gambar 2.3 Struktur Tenaga Kerja	15
Gambar 3.1 Alur Penelitian.....	22
Gambar 3.2 Desain Paralel Konvergen	23
Gambar 3.3 Pengambilan Sampel dengan Teknik <i>Convenience Sampling</i>	24
Gambar 4.1 Profil Jabatan Responden	34
Gambar 4.2 Profil Pendidikan Terakhir	34
Gambar 4.3 Tingkat Kepentingan <i>Employability Skills</i>	35
Gambar 4.4 <i>Hari's Fourteen Essential Employability Skills for Machine Operator</i>	61

DAFTAR LAMPIRAN

Lampiran 1. Instrumen Penelitian Kuisisioner Online	74
Lampiran 2. Data Responden.....	82
Lampiran 3. Surat Validasi <i>Expert Judgment</i>	85
Lampiran 4. Panduan Wawancara Terstruktur.....	88
Lampiran 5. Transkrip Wawancara	89
Lampiran 6. Surat SK Pembimbing	95
Lampiran 7. Surat Pengantar Penelitian.....	96
Lampiran 8. Surat Pernyataan Telah Menyelesaikan Penelitian.....	97

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