ADAPTASI TEMPAT KERJA LULUSAN SEKOLAH MENENGAH KEJURUAN

TESIS

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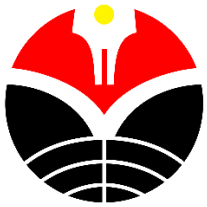

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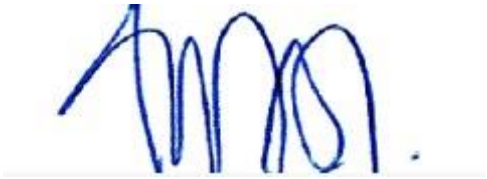

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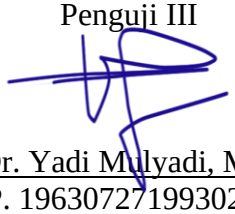

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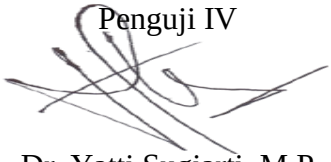

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ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan tingkat adaptasi di tempat kerja lulusan Sekolah Menengah Kejuruan (SMK). Latar belakang penelitian ini adalah adanya temuan siswa yang baru lulus sekolah mengalami kesulitan tertentu dalam beradaptasi dengan tempat kerja baru, minimnya penelitian mengenai bagaimana adaptasi lulusan SMK di tempat kerja menyebabkan kurangnya informasi mengenai pengalaman belajar mereka di tempat kerja. Informasi ini sangat dibutuhkan sebagai bahan evaluasi terhadap pendidikan kejuruan. Metode penelitian ini adalah teknik survey dengan memberikan kuesioner yang berupa angket kepada Lulusan SMK Negeri 1 Pasir Penyu yang sudah bekerja. Angket terdiri dari variabel pengetahuan pekerjaan, membangun hubungan dengan rekan kerja, akulturasi ke perusahaan, dan kepuasan terhadap pengalaman belajar di tempat kerja. Temuan penelitian adalah; 1. Tingkat capaian pengetahuan pekerjaan 78,2%, 2. Tingkat akulturasi ke perusahaan 78,4%, 3. Tingkat capaian pada variabel membangun hubungan dengan rekan kerja 76,7%, 4. Tingkat capaian pada variabel kepuasan terhadap pengalaman belajar adalah 80,0%, 5. Tingkat capaian rata - rata untuk semua variabel adaptasi tempat kerja adalah 78,3%. Hasil yang diharapkan untuk masing – masing variabel adalah 100%, 6. Tingkat capaian adaptasi tempat kerja responden yang berjenis kelamin laki – laki lebih tinggi daripada yang perempuan, 7. Tingkat capaian adaptasi tempat kerja berbanding lurus dengan usia responden, 8. Tingkat capaian adaptasi tempat kerja berbanding lurus dengan masa kerja responden. Hasil penelitian ini merekomendasikan agar pembelajaran di SMK mengutamakan aspek keterampilan berkomunikasi disamping kompetensi bidang keahlian. Perusahaan memberikan pendampingan terhadap karyawan baru, dan penelitian selanjutnya melibatkan responden yang lebih luas dan memasukkan profil perusahaan tempat kerja responden.

Kata Kunci : Adaptasi Tempat Kerja, Sekolah Menengah Kejuruan, ***workplace Adaptability, Workplace adjustment, Learning in workplace***

WORKPLACE ADAPTATION FOR VOCATIONAL HIGH SCHOOL GRADUATES

Written By

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ABSTRACT

This research aims to describe the level of workplace adaptation for vocational high school (SMK) graduates. The background of this study is the findings of students who have just graduated from school experiencing certain difficulties in adapting to the new workplace. The lack of research on how vocational graduates adapt in the workplace leads to a lack of information about their learning experience in the workplace. This information is needed as an evaluation material for vocational education. This research method is a survey technique by providing questionnaires in the form of questionnaires to SMK Negeri 1 Pasir Penyu's graduates who have worked. Questionnaires consist of variables of job knowledge, establishing relationship, acculturation to the organization, and satisfaction with learning experiences. The research findings are; 1. Employment knowledge achievement rate 78.2%, 2. Acculturation rate to the organization 78.4%, 3. The achievement rate on variables establishing relationships 76.7%, 4. Achievement rate in the satisfaction of the learning experience is 80.0%, 5. Average achievement rate for all workplace adaptation variables was 78.3%. Expected result for each variable is 100%, 6. Workplace adaptation level for respondents who are male is higher than the female one, 7. Achievement level of workplace adaptation is directly proportional to the age of respondents, 8. Achievement level of workplace adaptation is directly proportional to the respondent's work experience. The result of this study recommends that learning in vocational school prioritize aspects of communication skills in addition to the competence of the field of expertise. The Organization provides mentoring to new employees, and subsequent research involves broader respondents and includes the respondent's workplace organization profile.

Keywords : Workplace Adaptation, Vocational High School, workplace Adaptability, Workplace adjustment, Learning in workplace

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