

PREPARATION WORK REVIEWED FROM LEARNING ACHIEVEMENT LEARNING ACHIEVEMENT COMPUTER LEARNING, CAREER MENTORING, AND EMPLOYEE MOTIVATION STUDENTS XII PACKAGE ACCOUNTANCE SKILL SMK NEGERI 1 SUBOH SITUBONDO

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Abstract

The purpose of this study are: 1) To study the influence of learning achievement of computer accounting subjects, career guidance and work motivation simultaneously to the readiness of work. 2) To analyze the influence of learning achievement computer accounting subjects, career guidance and work motivation partially to Readiness work. This research includes the type of explanatory research. The population in this study is the students of class XII Accounting Expertise Package SMK Negeri 1 Suboh Situbondo. The required data is obtained by using the census method. Previous matrix is tested for validity and reliability test. The data analysis technique used is descriptive analysis, multiple linear regression analysis and classical assumption test. Regression analysis results obtained equation of regression line. This can be seen from the following linear equation: $KK = \alpha + \beta_1 PB + \beta_2 BK + \beta_3 MK$. The hypothesis Taken are: 1) There is influence of learning achievement of computer accounting subjects, career guidance and work motivation to readiness of class XII students package of accounting skill of SMK N 1 Suboh Situbondo. 2) there is influence of learning achievement of computer accounting subjects to readiness of class XII students package of accounting skill of SMK N 1 Suboh Situbondo academic year 2016 / 2017.3) there is influence of career guidance to readiness of student class XII package of accounting skill SMK N 1 Suboh Situbondo. 4) allegedly there is influence of work motivation on the readiness of class XII students package of accounting expertise SMK N 1 Suboh Situbondo.

Keywords: job readiness, learning achievement, career guidance and work motivation

A. Introduction

Increasingly widespread competition in the world of work is in need of personnel or Human Resources (HR) is competent in their field. The inability to increase the competitiveness of the National Human Resources, cause the declining position of Indonesia in the global competition arena if not seriously prepare with various advantages to face the competition will continue to grow strictly.

Education is one way in order to prepare qualified and professional resources. Education can be pursued through formal, non-formal and informal channels, each of which takes place in accordance with the applicable rules. Given the importance of education to improve the quality of human resources, the government is trying to make improvements in education. Improvements that have been made by the government, among others, in the field of curriculum, the provision of adequate facilities and infrastructure, improving the quality of education personnel. All government efforts are intended to facilitate the teaching and learning process so that the goal of education is achieved. Because with learning will produce knowledge changes in the form of knowledge, attitude and skills.

For the achievement of learning it must be improved learning achievement, learning achievement is a very important factor in influencing the achievement of learning objectives. Improvements that match the areas of expertise can be achieved and improve a learning achievement. The improvement of a satisfactory learning achievement and the achievement of learning objectives is the hope for every student who follows the process of education. The formal and non-formal education is a means for cultural inheritance.

Vocational High School is one of the formal education channels that aims to prepare the needs of middle-level workers who have the knowledge, skills and work attitude in accordance with the needs of employment. As the Government Regulation of the Republic of Indonesia No. 17 of 2010 on Management and Implementation of Education Article 76 states the purpose of vocational secondary education is to equip learners with the ability of science and technology and vocational skills profession in accordance with the needs of society.

Package accounting expertise is one of the majors that exist in SMK. To hone the accounting skills of students then the School with reference to Permendikbud. 70 of 2013 on the basic framework

and structure of the Vocational / Vocational Curriculum introduces computer accounting subjects as a group of vocational competencies. Computer accounting is one of the material of accounting practice.

Measurement achievement of student achievement in mastering computer accounting program from practice and theory can be seen student achievement. Student achievement is the mastery of knowledge or skills developed by the subjects, usually indicated by the value of the test or the value of the value given by the teacher (Tu'u, 2004: 65).

The readiness of work is influenced by many factors, according to Winkel and Hastuti (2007: 647) and Sukardi (1993: 44) the factors that affect the readiness of work consists of 2 factors: internal factors and factors from outside Own (external). Internal factors include: values of life, level of intelligence, special talents, interests, qualities, knowledge, physical state, achievement, experience, motivation, attitude, personality, values, hobbies or hobbies Skills, leisure time, school aspirations and knowledge or connection education, work experience, knowledge of the world of work, physical and external abilities and limitations, personal issues. While external factors consist of society, socioeconomic condition, family's social economic status, school education, peer environment, inherent demands on each position, parental guidance, peer situation, and state of affairs around.

In addition to the learning achievements, knowledge factors about the fields of work and about themselves obtained through the guidance of teachers, are factors that can affect the readiness of student work (Winkel and Hastuti, (2007: 652) .The career guidance is the process of providing assistance to students in Understanding and acting on the basis of self-knowledge and familiar with employment opportunities, able to make decisions so that students can manage their career development Career guidance services aim to enable students to understand their characteristics in interests, talents, skills, and can identify personality traits that can determine planning Career in students, and so students can identify areas of work more suited to them and that suits their personality types.The other side of the student can also know the steps that must be taken to achieve the desired career according to the talents and interests possessed in themselves.

In addition, the need for encouragement to better prepare learners for work. Encouragement and insistence from the surrounding environment either from the school environment, family environment, and community environment will also provide motivation to learners to enter the

workforce. Motivation to enter the world of work is an encouragement or encouragement of individuals to enter the world of work, both derived from within themselves and from outside him. Motivation enter the workforce arise because of the interest and desire from within the students. These interests and desires are better future hopes. A learner certainly has the ideal of a job after graduating from vocational school.

The purpose of this study is to examine the influence of learning achievement of computer accounting subjects, career guidance and work motivation simultaneously to the readiness of work and to analyze the influence of learning achievement computer accounting subjects, career guidance and work motivation partially to the readiness of work.

B. Theoretical Framework and Hypotheses Development

2.1 Definition of Working Readiness

Readiness can be interpreted as the overall condition of a person that keeps students ready to respond or respond in a certain way to the situation and conditions under way (Ali and Akbar, 2013). Meanwhile, according to Slameto (2010: 113) *readiness* is :

“the whole condition of someone who makes it ready to give a response or answer in a particular way to a situation”.

While Dalyono (2005: 166) states that

“readiness is the nature and personal strength of a developing person, which allows the person can adjust to the environment and be able to solve the problems it faces”.

Work is the essence of human life, as long as humans live they must always work to meet the needs of life. it can be said that in man there are needs that in time form the goals to be achieved and fulfilled. For achieve those goals , People are encouraged to do activities called work (Anoraga, 2005). While according to Djaali (2008: 113) work is a form of activity that aims to get satisfaction.

Readiness work is the main capital for students to do the job, so that with the readiness of work will obtain maximum results. According to Wagner in Paradise (2012) says :

“work readiness is a set of skills and behaviors needed to work in any job shape”.

So the readiness of work is the overall condition of the individual to provide responses or answers in certain situations such as practicing the knowledge, knowledge, and skills possessed to perform a job in order to meet his needs.

2.2 Achievement Learning Computer Accounting Subject

According to Tu'u (2004) learning achievement is :

“the mastery of knowledge or skills developed by the subjects, usually indicated by the value of the test or the value scores provided by the teachers”.

Meanwhile Syah (2010) explains that :

“learning achievement is the level of student success In achieving the objectives set out in a program. Learning achievement is a combination of learning outcomes, where the learning outcomes of some basic competencies are then tested. Student learning achievement is evidenced and shown through the value or value score of the results of evaluations made by the teacher on the tasks of students and repeat -the way or the test it takes”.

Based on that, student achievement can be formulated as follows:

1. Student achievement is the result of learning achieved by the students when following and doing tasks and learning activities at school.
2. Student achievement is mainly assessed cognitive aspects because of the ability of students in knowledge or memory, understanding, application, analysis and evaluation.

Student achievement is evidenced and shown through the value or value of the results of evaluations made by the teacher to the student's assignment repeatedly or the test he took.

2.3 Understanding Career Guidance

Guidance is the help or help given to the individual or group of individuals in avoiding or overcoming difficulties in his life, so that the individual or group of individuals can achieve their welfare (Walgito, 2005). Meanwhile, according to Sardi (2008) guidance can be interpreted as a process of providing assistance to individuals who are done on an ongoing basis so that the individual can understand himself, so he is able to enforce himself and can act fairly, in accordance with the

demands and circumstances of the school environment, family, and community and life in general. The career according to Murray in Supriatna and Ilfiandra (2006) is a range of interrelated work activities, in which one promotes his life by engaging various behaviors, abilities, attitudes, needs, aspirations and aspirations as a *span of one's 'Life'*).

Career guidance is essentially one of the educational endeavors through personalized education in helping individuals to achieve the necessary competition in dealing with career problems. Career guidance is a service provided to learners to prepare career plans and prepare for work life. Through the activities of career counseling students are equipped and trained with various activities that relate to what, why and how to plan the future, meaning that students from grade one to graduate of SMK are trained, guided for activities related to how career plan span (*career life span*). Definition of career guidance according to experts include:

Winkel and Hastuti (2007: 114) suggest career guidance is :

'the guidance in preparing for the world of work, in choosing a particular job or occupation / profession and equip themselves to take the position, and in adjusting to the demands of the job that has been entered' .

Walgito (2005: 194) states career guidance is :

"the guidance given to someone to work well, with pleasure with diligence, required a match between the demands of the job or position with what is within the individual concerned".

Supriatna and Ilfiandra (2006) state that :

"career guidance is a process of assistance, service, approach to the individual in order to know and understand himself, the world of work, plan for the future accordingly, able to determine and take and take responsibility for the decisions he makes".

Someone will work happily if what he does is according to his condition, according to his ability and according to his interests (Walgito, 2005: 194). So career guidance is a service provided to learners to devise a career plan and prepare for work life.

2.4 Definition of Work Motivation

Motivation of work according to Anoraga (2005) is :

” something that raises the spirit or the drive of work. Everyone has different motivations to fulfill what they want to achieve. Strong and weak work motivation of a workforce, participate determine the size of his achievement”.

According Purwanto (2007: 73) , *“motivation is a conscious effort to move, direct, and maintain a person's behavior so that he encouraged to act doing something to achieve a certain result or goal”.* According to Uno (2011: 11) *“ is an impulse arising from the stimulation from within and from outside so that someone wants to make a certain behavior change / activity better than the previous state”.* Based on the opinions of experts above motivation is a good impulse from within and outside himself to perform an action for the achievement of personal goals of each individual.

So the motivation of work is something that raises the spirit or encouragement of students to enter the world of work. The impulse comes from within themselves and from outside himself.

2.5 Relational Achievements Learning Subjects Computer Accounting and Working readiness

Working Readiness is a thing that can be formed and studied, so it can be cultivated achievement either through education, training and so forth. Vocational High School as a formal secondary education institution that is specifically aimed at preparing its students to work in a certain field has a very important role in printing candidates of middle-level workers with standardized competence in accordance with work competency standards.

To achieve these goals, SMK students are given productive subjects of accounting. Productive subjects are a group of subjects that serve to equip learners to have the competence of work sesusi with SKKNI (Dikmenjur, 2006). Productive subjects serve as a vocational support component that basically contains knowledge, attitudes and skills related to their field of specialization as well as the content of learning of this component in the form of applied knowledge, which can be used as a basis in learning the skills. One of the productive subjects that should be mastered by vocational students is the subject of computer accounting.

Computer accounting is one of the accounting practice material as a balancer of current technological developments introduced when students of class XI (eleven). Learning achievement is one benchmark in knowing the extent to which students can digest the entire subjects being taught. The indicator used is the UAS value of computer accounting subjects. With a good accounting learning achievement, it will further support students in getting jobs in the field of Accounting, so they will feel much better prepared when they enter this field.

2.6 Relational Work Guidance and Readiness

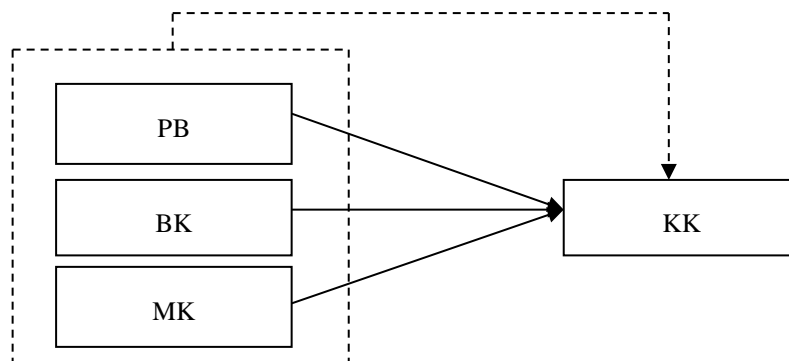
To improve students' readiness, schools also provide counseling services in the form of career guidance. According to Walgito (2005: 194) career guidance is the guidance given to a person to work well, with pleasure, diligently tailored to the demands of the job or job with what is within the individual concerned. Career guidance conducted in the School aims to enable students to develop their own attitudes and values in the face of employment and in preparation for entry. Career guidance is intended to assist in career planning, decision-making, skills development or expertise, career information and self-understanding. Students who get adequate career guidance in their schools will have more readiness in the world of work.

2.7 Relational Work Motivation and Readiness Work

In preparing the students' work preparedness jam that has been delivered above should also be raised encouragement from within students to want to move that is through work motivation. Motivation of work is one that raises the spirit or encouragement of individuals to enter the work world, both from within themselves and from outside himself. It is said in Anoraga (2006: 26) that "success in work is very dependent on motivation, sincerity, discipline and work skills". With the motivation of work within the students, then consciously and without coercion the students will be able to produce something better in order to achieve its goal to get the job they want, so the motivation of work here can improve the readiness of students in the business / industry.

2.8 Conceptual Framework

Based on the description that has been described above, it can be described conceptual framework model in this study as in the following picture:



Captions Figure 2.6:

PB = Achievement Learning Computer Accounting Subject

BK = Career Guidance

MK = Work Motivation

KK = Work Readiness

-----> = Simultaneous

————> = Partial

2.9 Hypothesis

1. There is influence learning achievement subjects computer accounting, career guidance and work motivation to the readiness of class XII students package accounting expertise SMK N 1 Suboh Situbondo.
2. There is influence learning achievement subjects k omputer accounting to the readiness of class XII students package accounting expertise SMK N 1 Suboh Situbondo
3. There is the influence of career guidance on the readiness of class XII students package accounting expertise SMK N 1 Suboh Situbondo
4. There is influence of work motivation to the readiness of class XII students package of accounting expertise SMK N 1 Suboh Situbondo .

C. Research Methods

This research is a kind of explanatory research. The location of this research is at SMK Negeri 1 Suboh Situbondo. Jalan Raya Suboh No 03, Suboh District, Situbondo Regency, East Java. The population in this study is the students of class XII Accounting Expertise Package SMK Negeri 1 Suboh Situbondo. In this study there is no need to use sampling technique because there is no difficulty in collecting data with the population to be studied and information obtained by using the census method. The variables to be analyzed in this study are grouped into two independent variables consisting of Achievement Learning Subject Computer Accounting (PB), Career Guidance (BK), Work Motivation (MK) and the dependent variable is Work Readiness (KK).

Methods of data collection in this study using the method of documentation and questionnaire methods. While for data analysis method in this research use validity and realibility test, classical assumption test and multiple regression analysis with F-test and t-test.

In this study the regression model used is as follows:

$$KK = \alpha + \beta 1 PB + \beta 2 BK + \beta 3 MK$$

Information :

KK = Work Readiness

A = Constants

B 1 = Coefficient of Learning achievement of computer accounting subjects

B 2 = Coefficient of Career Guidance

B 3 = Motivation Coefficient of work

PB = Achievement learning computer accounting subjects

BK = Career Guidance

MK = Motivation of work

In the simultaneous test (F-test) conducted to determine the extent to which the influence of learning achievement of computer accounting subjects, career guidance, and work motivation on the readiness of student work ..

If the calculation results obtained probability (p value) <0.05 then it can be said that the variable learning achievement subjects of computer accounting, career guidance and work motivation affect the

readiness of students work together. Vice versa if the results obtained from the calculation probability (p value) > 0.05 then it can be said that the variable learning achievement subjects of computer accounting, career guidance and work motivation does not affect the readiness of students work together. If probability > 0.05 then H_0 is accepted and if probability < 0.05 then H_0 is rejected

To test the significance of partial coefficient then used t test with 5% significant level. If from calculation result with SPSS computer help obtained by probability value (p value) < 0,05 this means that in this research variable of learning achievement of computer accounting subject, Career and work motivation Affect the readiness of work separately (partial). Conversely, if obtained value probability (p value) > 0.05 this means that in this study variable learning achievement subjects computer accounting, career guidance and work motivation Does not affect the readiness of work separately (partial).

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