

Improving the National Internship Certified Program Based on Examination from Vocational Education Program (University of Indonesia) Students Experience

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Veritas, Probitas, Iustitia

THE
4th
2019 
The 4th
International Conference of
Vocational Higher Education Program

PROGRAM

VOKASI

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BACKGROUND



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01. BACKGROUND

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National Internship Certified Program



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THE RESEARCH QUESTION

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02. RESEARCH QUESTION

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How to Improve the National Internship Certified Program Based on Examination from Vocational Education Program (University of Indonesia) Students Experience ?



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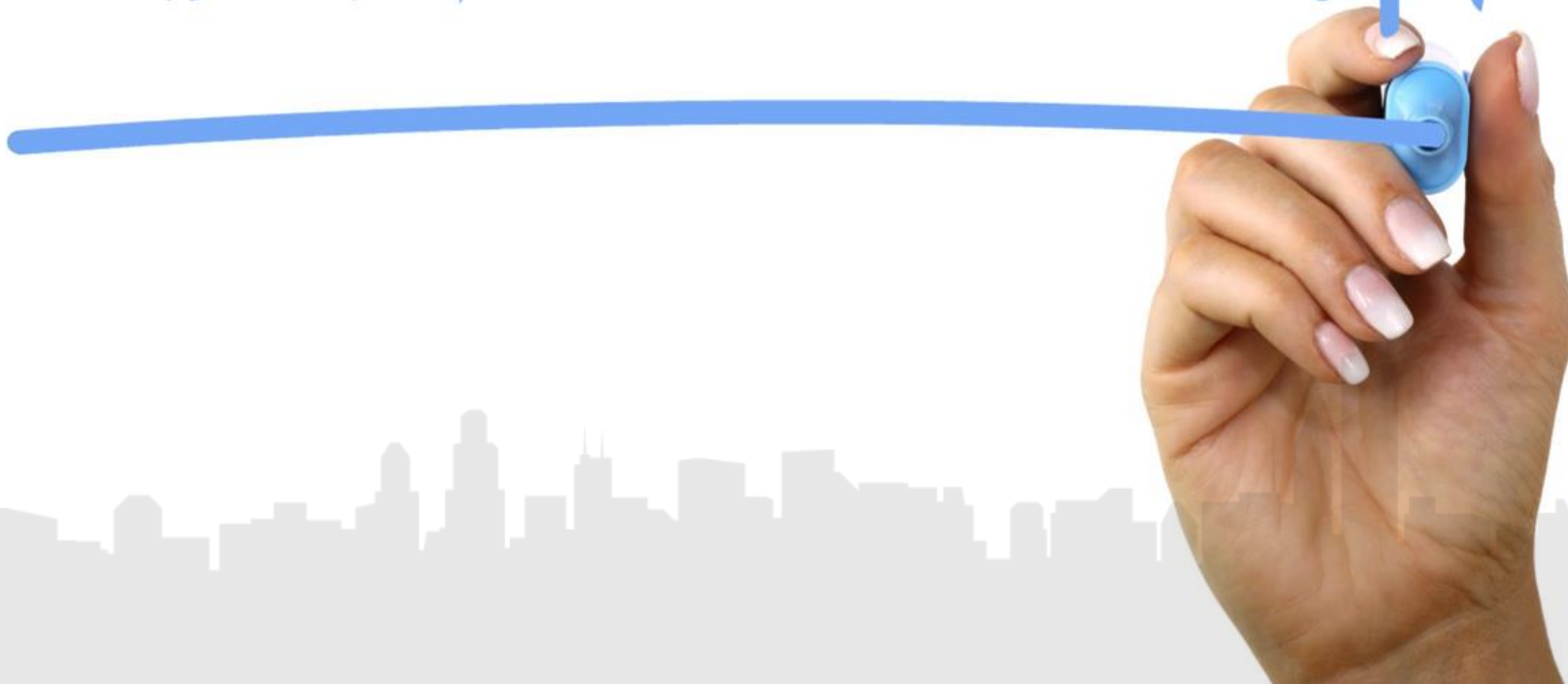
03. HYPOTESIS



04.

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METHODOLOGY



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04. METHODOLOGY

Source : primary & secondary data	Cross Sectional Mode	Population & Sampling: 75 interns
Instruments : Evaluation, Working Environment, Role of mentor, Task orientation	Survey Method	Questionnaire Technique



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Working Environment

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Variable & Indicator

Working Environment	Work Relations	Lack of support and directions by mentor in terms of doing my job
		There is no obligation to follow the company's working standard which were setup previously
		Mentor discuss and participate in getting the job done
	Communications	Have established good communication with co-workers and other employees at working environment
		no communication problems with other co-workers
		At this company, You are free to express your opinion in this working environment
	Comfortability	Working environment is comfortable that it produces good results by companies st andard
		Working instruments used at work are fully equipped and advanced
		The atmosphere of a good working environment makes it comfortable at work
		Working environment has available facilities to support their workers do their job

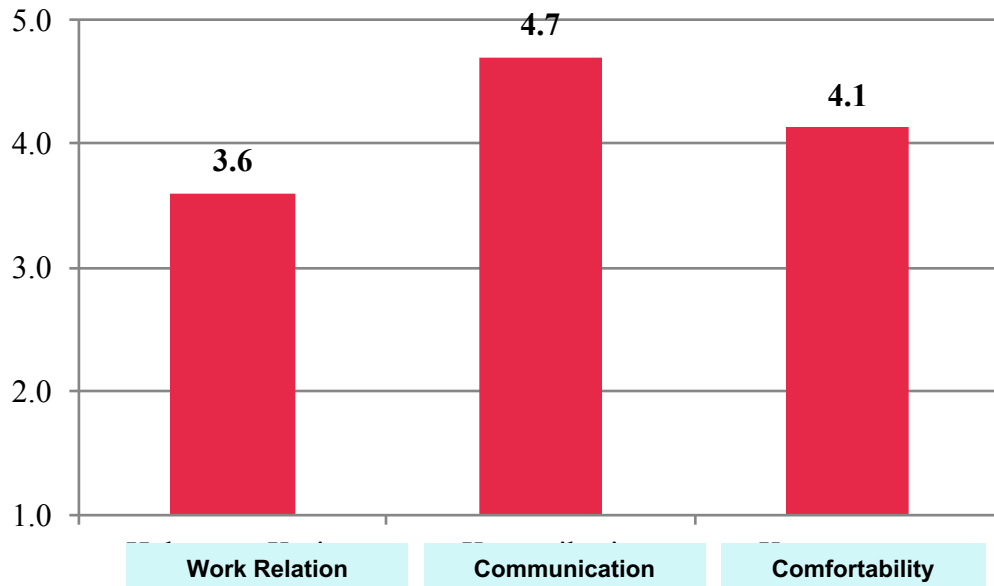


1. Findings

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Working Environment



Strength

- Good communication relationships with colleagues or employees
- No obstacles to communicate with colleagues
- free to express opinion.

Weakness

- Lack of work equipment
- Minimum facility
- Work over load



Romantic



No fix desk...mobile



Not so Romantic



Bring your own



*Nice to eat bakso,
not for working for 6
months*



*Overtime but no overtime
fee, overload works*



Role of Mentor

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Variable & Indicator

Role of Mentor	Discussion	Mentor has treated me well at discussion
		Mentor involve in a good discussion and try to solve problem
		Mentor give the task to measure up my skill level at work in this company
	Directing	Mentor instruct me in detail on how to do my task
		Mentor brief me related to the internship program at this company
		My mentor explain their apprentices on how to start and end a task
	Responsibility	Mentor has played meaningful role to my work
		Appreciate mentor help and their experiences as senior at work
		Mentor has trusted me with responsibility when I do my work

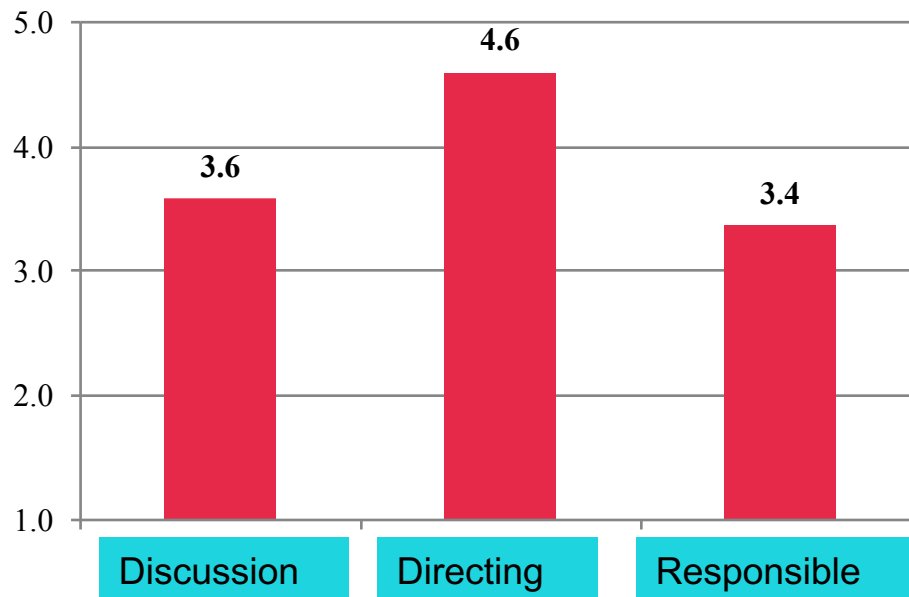


1. Findings

Veritas, Probitas, Justitia



Role of Mentor



Strength	<ul style="list-style-type: none">• Good discussion with the mentors• Mentor instruct in detail• Mentor treated the interns well
Weakness	<ul style="list-style-type: none">• Lack of trust• Mentors are often not satisfied with the work of interns• Mentors are often to measure up the skill level• Mentors are often still confuse about the BUMN internship program• Lack of coordination with other division



Get paid after finished program





Task Orientation

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Variable & Indicator

Task Orientation	According competency	Task given is matched to my competency level
		Task and responsibility that I have is measured according to the performance standard
	Increasing knowledge	Task given can increase knowledge and experience at work
		Technical problem when doing important work
		Getting late explanation regarding all my benefits that I get from t his company
	Increasing Skill	This certified Internship program has improve my skill at work
		This certified Internship program can solidify togetherness in team when doing work

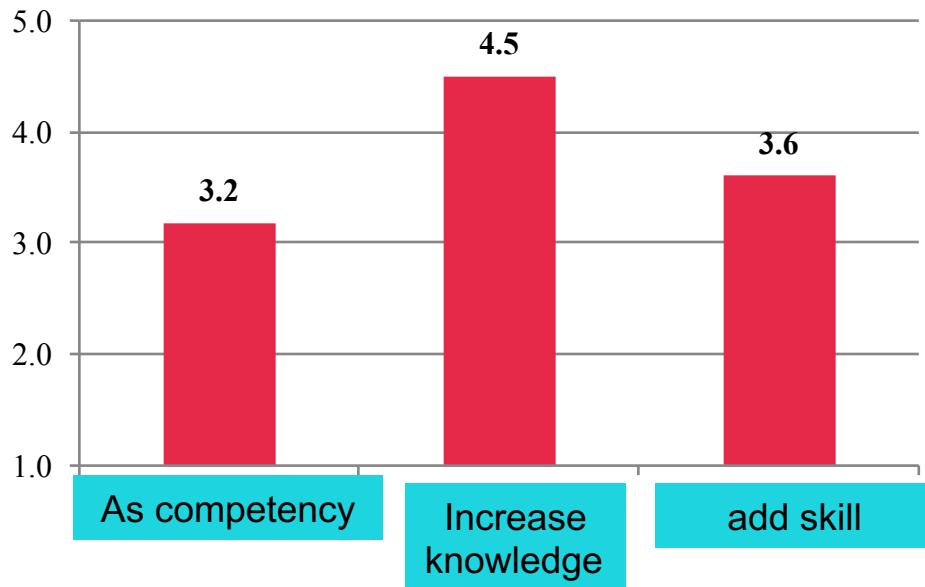


1. Findings

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Task Orientation



Strength

- Increase knowledge
- As competency
- Add skill
- Good team work

Weakness

- Late explanation
- Lack of standard operational / written work reference



Evaluation

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Variable & Indicator

Evaluation	Recommendation	This internship program should be continued
		Will recommend this internship program to junior students
	According to needs	This internship program must be evaluated continuously according to job demands
		This internship program has performance standard which is informed specifically so that the students can observe and follow
	According to abilities	This internship program must be tailored according to apprentice's abilities to match with the companies working standard
		This internship program must involve mentors who are concerned about solving problems which occur in every day job



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- 1. Education institution together with companies should prepare standard internship guidance*
- 2. Should be continued*
- 3. Companies should be more seriously doing the program, specially in facilities and working equipment*
- 4. Companies should prepare more budget for extra works*
- 5. must be evaluated continuously according to job demands*
- 6. must be tailored according to apprentice's abilities to match with the companies working standard*
- 7. Must have work standard references*
- 8. Mentor need more brief*



THANKS

----- a MINION! -----



For not asking question
If you have any question,
Please ask the Professor

----- LOVE, TEO -----