

Employability Skills for Entry Level Workers: Alumni, Supervisors, and Lecturers Perceptions

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ABSTRACT

Today's global competitions required employees to have employability skills. Employability skills include clusters of critical skills that are required to produce productive workforce. The purpose of this study was to describe the level of the employability skill indicators that are needed by graduates to enter the world of work. This study also compared means of importance level of the employability skill indicators perceived by alumni, supervisors, and lecturers. This survey research was conducted using asset of questionnaires. A random sample of 237 respondents was selected from the three groups: (1) Bali State Polytechnic alumni, (2) supervisors in the industry, and (3) faculty members of Commerce Department of Bali State Polytechnic. Research instrument was developed and adapted from previous research, consisting of 45 employability skill attributes which were grouped into nine indicators or constructs. Research instrument was validated by a panel of experts. Reliability test also showed high Cronbach's Alpha value for the questionnaire. Data were analyzed using descriptive and inferential statistics. There are different levels of the employability skill indicators as perceived by the alumni, supervisors, and lecturers. The main finding of the study showed that there are two most important employability skill indicators: problem solving and self-management. There were no significant differences among supervisors, alumni and lecturers regarding employability skills. This indicates that the alumni, lecturers, and supervisors have the same perception regarding the employability skill indicators needed to enter the world of work.

Keywords: Employability skills, problem solving, self-management, entry level workers, Indonesia