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# Student Baking in the Framework of Providing Human Resources and Strengthening Literacy

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Education provides human resources for industry, while industry provides capital resources for Education. Thus, prioritizing the level of "practice" is expected to prepare the absorption of human resources who have competence in accordance with the needs of the times (read: the world of work) is feared to be the root of its emergence. Therefore, the Indonesian Literature Study Program in collaboration with BBJT (Central Java Provincial Language Center) conducts coaching Indonesian Literature study program students to be ready to face the challenges of the world of work. They are educated through apprenticeships at BBJT.

# 1. Introduction

The teaching system that still focuses a lot on theory results in the lack of student knowledge about the real world of work. Inter-institutional cooperation will provide opportunities for students to intern will be a balance between the theories they get in the world of education to be applied to the world of work [1]. The definition of internship itself according to some experts is one model of preparing prospective workers by training students to work under the care or guidance directly by one or several expert workers for a long time, so that interns can really do the work as taught by their supervisors [2]. While Noe, Hollenbeck, Gerhart & Wright [3] stated "training is a planned effort to facilitate the learning of job-related knowledge, skills, and behavior by employee". This can be interpreted as training is a planned effort to facilitate learning about work related to knowledge, skills and behavior by employees. Similarly, Sari [4] states, "internship is a learning technique that involves individual observation on the job and determination of feedback to improve performance or correct mistakes."

In short, apprenticeship / internship is a means of learning to increase knowledge and apply the knowledge that has been obtained by applying it directly to an institution or institution. Internship debriefing needs to be done and known to students so that there are no misunderstandings and misuse of time, because learning outside lecture hours with little supervision. The selection of internship places should be in accordance with the criteria determined, so that the experience, competencies obtained are in accordance with the expectations of the university and the industrial world [5]. In the curriculum of the Indonesian Literature Study Program, apprenticeship or PKL (Field Work Practice) has a weight of 4 credits [6]. Internships must be followed by final semester students who have successfully taken 110 credits. Therefore, the Indonesian Literature study program will establish internship cooperation with the Central Java Language Center.

Central Java Language Center is a center for the development of language, literature, and books under the guidance of the Ministry of Education and Culture (Kemendikbud). This institution is a center of activities that can maintain the values of language and literature. Internships at language halls can certainly equip students with various abilities and skills in language and literature, for example designing and implementing language development projects to target the community, as well as developing literary projects. At Central Java Language Center, students will be fostered in an integrated and directed manner to become work-ready students according to the specifications of the student's field of expertise (language or literature) [7].

## 2. Research Method

### Research Steps

The method used is a research and development method to produce and test a particular product. The approach used comes from the approach Borg, W.R & Gall M. [8] modification of the research and development model [9]. The steps of this research are (1) literature study and field observation, (2) potential and problem and needs analysis, (3) book prototype draft, (4) expert assessment, (5) prototype revision, (6) limited trial (7) wider trial, (8) final product revision, (9) acceptance testing, and (10) dissemination.

## **Research Data and Data Sources**

### **Pimer Data Source**

The primary data sources in this study are research subjects, namely students majoring in BSI and the needs of the Central Java Language Center Institute.

### **Data Collection Techniques**

Data collection techniques used in this study include:

#### **Interview**

The interview was conducted to analyze the needs of students for job readiness and the needs / needs of the Central Java Language Center Institute.

#### **Observation**

Observations in this study were made on student skills, limited trials, and wider trials. Observations of the trial are written in the notes of the results report. The purpose of this observation is to observe the apprenticeship process and the needs / needs of the Central Java Language Center Institute. Researchers make observations about apprenticeships, then make field notes and journals about what was obtained at the time of observation.

### **Data Validity**

Checking the validity of this data uses triangulation techniques, methods and theories. Method triangulation is performed using more than one data collection method. The data is collected by conducting tests by experts and tests for internship students.

### **Data Analysis Techniques**

Researchers use interaction models that include data reduction, data presentation, and verification. The researcher summarized, choosing the main things related to the needs of students for work readiness and the needs / needs of the Central Java Language Center Institute. Researchers then present data based on groupings of media products tailored to needs. The presentation of data is made in the form of a brief description or chart.

## **3. Result and Discussion**

Education is a vehicle to improve and develop the quality of human resources. Therefore, regulations on citizens' rights to education are regulated in the constitution as a form of guarantee of legal certainty and a form of state recognition of the rights of its citizens [10].

The implementation of education is required to be able to prepare students (students) to become humans who have applicable behaviors and values and prepare them to face changing life challenges. The educational process must provide great opportunities for students to develop and actualize their abilities. With higher quality education, Indonesia's future will be even brighter. Colleges (universities, institutes, high schools, polytechnics, and academies) have a great responsibility to realize these ideals. Thus, the provision of

quality education requires the availability of a good curriculum. The curriculum as stated by Richard and McNeil has a very strategic and decisive role in the implementation and success of education. In line with that, curriculum development in universities is a necessity [11].

It is undeniable, various major challenges of the Indonesian nation in the Industrial Era 4.0 and the future are the ability to improve the quality of human resources, especially in the context of society 5.0 related to this, Minister of Education and Culture Nadiem Makarim launched the Independent Campus Learning Policy, in which there are 4 (four) policy adjustments in the scope of Higher Education, namely curriculum preparation, work practices or internships and student work placements in collaboration between universities and partners to supervise and tracer studies must be carried out by PTN and PTS. The second program is a re-accreditation program that is automatic for all ranks and is voluntary for universities and study programs that have risen in rank with a validity period of 5 years, but will update automatically. The third program is the freedom for Public Service Agency PTN and Work Unit to become a Legal Entity PTN and simplifies the requirements for PTN BLU to become PTN BH without being bound by accreditation status. The fourth program is to give students the right to voluntarily take or not take credits outside their campus for two semesters or the equivalent of 40 credits [12]. Furthermore, at the university level, independent learning is implied into the Merdeka Campus program which is oriented towards preparing graduate competencies to suit the needs of civilization [13].

This departs from the understanding of education as a vehicle for the creation of human quality. Thus, higher education as a forum for the highest level of education is a sub-system of Indonesian society that faces the future. Understanding the essential-ideal of higher education for today's age - an age that Karl Jaspers called "die Achsenzeit": the most decisive moment in human history was a necessity. Higher education is placed to have a strategic role in preparing human quality improvement and community development. That the progress of a nation is determined by the extent to which the nation builds quality universities. John Vezey in his research entitled "Education In Modern World" proves that in various countries shows a positive correlation between the quality of educational institutions with economic growth, quality labor force, improvement of people's living standards and improvement of civilization in general [14].

However, there is a gap or mismatch between expectations and reality. The learning carried out is often not in accordance with the needs in the field. As a result, there is a barrier between the world of lectures and the real world. Masdar Hilmy argues that education and the real world seem to be two independent entities that are separated from each other. In fact, in reality, between the two there is an interconnection that is difficult to separate. Education provides human resources for industry, while industry provides capital resources for Education [15]. Basically, the big goal to be achieved by the Ministry of Education and Culture is the creation of an autonomous, non-bureaucratic culture of educational institutions and the creation of an innovative learning system based on the interests and demands of the modern world [16].

Industrial practical work experience contributes to increasing students' job readiness levels. the higher the experience of Industrial Work Practices possessed by students, the

higher the level of work readiness of the student and vice versa, the lower the experience of Industrial Work Practices possessed by students, the lower the level of student work readiness. Things that can improve Industrial Work Practice Experience are strengthening student learning outcomes when interning in the business world / industrial world, attitude formation, appreciation and introduction to the work environment, as well as abilities and skills obtained in accordance with their fields. Dalyono suggested that experience can affect the physiology of individual development which is one of the principles of student readiness development in preparing to enter the world of work, students in preparing to enter the world of work. It is also mentioned by Slameto that "experiences have a positive influence on readiness" [17].

Regulation of the Minister of Education and Culture Number 3 of 2020 concerning National Higher Education Standards There are eight activities that can be utilized by students studying outside the campus, namely: internships or work practices, humanitarian projects, student exchanges, entrepreneur activities, independent projects, projects in the village, teaching and research. The policy provides flexibility for universities to develop quality, quantity, cooperation in strengthening links and matcht, as well as accommodating to local potential. Students also have a great opportunity to develop their potential and quality [18]

Against the independent campus policy in the field, various reactions have been raised to the readiness of the independent campus program, namely studying outside the two-semester study program in the form of internships or practical work. At the level of implementation in the field, the internship or practical work policy is the right step so that alumni can be well absorbed in the world of work [19]

This can be exemplified, for example, by prioritizing the level of "practice" which is said to be much better prepared and the absorption of human resources who have competence in accordance with the needs of the times (read: the world of work) is feared to be the root of its emergence. Therefore, the Indonesian Literature Study Program in collaboration with BBJT (Central Java Provincial Language Center) conducts coaching Indonesian Literature study program students to be ready to face the challenges of the world of work. They are educated through apprenticeships at BBJT. The things taught to students are related: Indonesian language proficiency as measured by the UKDBI test. Students are also fostered to check language and literature found in public places in their use and related to law. In learning, students are taught four things, namely a. Increasing Indonesian language proficiency. b. Use of language related to law. c. Assign tasks to find and analyze negative comments that potentially contain legal elements, such as insults, defamation, or hoaxes. d. Assign tasks to classify the use of good and correct Indonesian in public places, such as official institutions, educational institutions, and health institutions in the Province.

There is also teaching about literacy, namely compiling literacy materials, holding writing competitions, and developing digital literacy materials. In addition, students are taught to find and enrich vocabulary from Javanese and Indonesian languages, as well as develop dictionaries. Furthermore, students are taught to do translation both orally and in writing. Generally translate Javanese short stories (Cerkak) into Indonesian. As for those related to literature, students learn to protect language and literary works in various ways, one of which is to excranize and transfer literary vehicles. Finally, to achieve the vision of Indonesian become an international language, students learn to compile rules in the

preparation of BIPA teaching materials.

## 4. Conclusion

Education provides human resources for industry, while industry provides capital resources for Education. Thus, prioritizing the level of "practice" is expected to prepare the absorption of human resources who have competence in accordance with the needs of the times (read: the world of work) is feared to be the root of its emergence. Therefore, the Indonesian Literature Study Program in collaboration with BBJT (Central Java Provincial Language Center) conducts coaching Indonesian Literature study program students to be ready to face the challenges of the world of work. They are educated through apprenticeships at BBJT.

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