

## The Influence of Work Readiness towards Career Development (Study Case of Telkom University Diploma and Bachelor Graduates)

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### Abstract

Companies and organizations are struggled to find well-prepared, capable, and skilled workers. Most of graduates from Indonesia are half-baked. Most of them are lack of qualification standards, capabilities, and language skills. In order to success, graduates should have a work readiness. Also, career development is needed to increase the capabilities, skills, attitude, and responsibilities. Correspondingly, the company will be more effective and efficient to achieve targets. This research aims to analyze the influence of work readiness to career development. The research object is Telkom University diploma and bachelor graduates that has worked in 2015 and 2016. This research is expected to provide insight, suggestion, and conclusion as contributions to Telkom University. To reach the research objectives, this research applies a quantitative method. This research uses questionnaire as the data collection tool with the Likert interval scale. This tool is used to measure opinion, attitude, and perception of an individual or group of people about a social phenomenon. By this tool, the respondents define the agreement and disagreement towards the statement through the scale. The data analysis technique are descriptive analysis method, correlation test, and simple regression analysis. By the results of this research, work readiness affects Telkom University graduates positively on career development by 8.5%. Also, the relationship between work readiness and career development is 30.1% means in the level of weak. Also, the influence of work readiness towards career development among Telkom University graduates is around 9.1%. In other words, still 90.9% remaining in another aspects or variables that is not in this research.

Keyword: work readiness, career development

### 1. Introduction

Telkom University or commonly abbreviated as Tel-U is a private university under Telkom Foundation, establish on August 13, 2013. It is a merger of Telkom Institute of Technology (known as STT Telkom), Telkom Institute of Management (known as STMB Telkom), Telkom College of Art and Design Indonesia (known as STISI Telkom), and Telkom Polytechnic (known as Politel). The merger and establishment of those four Telkom's institutions is to response the challenge and demands of ICT rapid growth.

In ASEAN countries, Indonesia is still left behind among AFTA (Asean Free Trade Area) countries, Indonesia has a language barrier as a foundation of communication. Human Resource Competencies in Indonesia is still low because of some related factors, such as human resource is not yet optimized by the government. Because of that, mostly human resources in Indonesia are not ready yet to compete. Lacking of qualification standard, capabilities and language skills are the major reasons why Indonesians are hardly competing among ASEAN countries' human resources.

Most of graduates from Indonesia are not capable and not ready to work. Most of them are lack of qualification standards, capabilities, and language skills. Because of that, organizations and companies find it difficult to find well-prepared and capable workers. In prior to success entering the workforce, graduates should have work readiness. Moreover, career development is important to increase the capabilities, skills, attitude, and responsibilities. Correspondingly, the company will boost their effectiveness and efficiency.

Telkom University students also are trying to improve themselves. Also to prepare skills and capabilities to enter workforce. The data in this research is from Tracer Study of Telkom University Graduates 2015 – 2016.

This hypothesis in this research is “Work readiness have a significant influence towards career development”.

**2. Literature Review**

**2.1 Work Readiness**

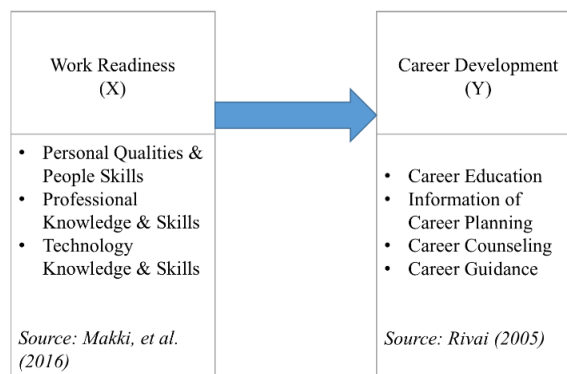
In today’s business world, employers place high importance in work readiness. Work readiness defined as the ownership of skills, knowledge, attitudes and commercial understanding that will allow and inspire new graduates to effectively provide towards the accomplishment of the organization’s objectives (Mason, et al. 2009).

**2.2 Career Development**

A Career development is the next step of career planning. The concept of career development was first advanced by Ginzberg, Ginsburg, Axelrad and Herma (1951) who suggests that work-related choice is a developmental process that happens over a number of lifetimes (Patton and McMahon, 2014).

The research framework that outline this research is as follows:

**Figure 1. Research Framework**



*Source: Makki, et al. (2016) and Rivai & Sagala (2009)*

**3. Methodology**

This research is a quantitative research. The data collection is done using a questionnaire with the Likert scale. Likert scale is used to measure opinion, attitude and agreement towards a statement. The population is Telkom University diploma and bachelor graduates in 2015 -2016. The sample is 291 respondents. The data processing method is using descriptive analysis, Pearson correlation analysis, and simple regression analysis.

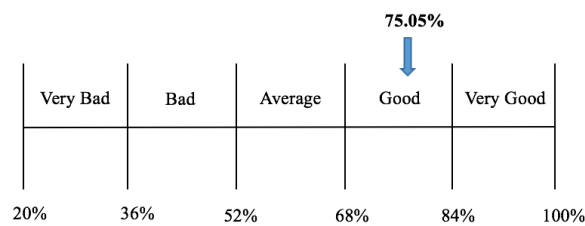
**4. Research Findings and Analysis**

**4.1 Descriptive Analysis**

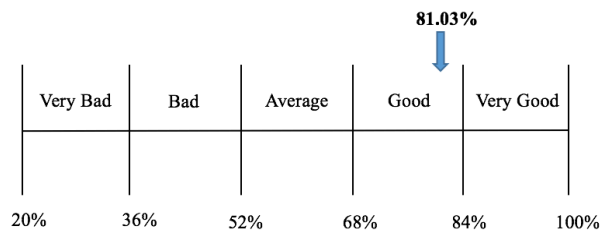
Descriptive analysis technique is a technique used to analyze data by way of describing data that has been collected as it is without intending to make conclusions (Sugiyono, 2014). It also used to know how the influence of one variables towards another through spread questionnaire. They provide summaries about the sample and measure.

To form SWOT Analysis, EFE and IFE matrixes are needed to examine IndiCar external factors that could be possible as opportunities and threats, and IndiCar factors that could be possible as strengths and weaknesses.

**Figure 1.2 Continuum Line for Work Readiness**



**Figure 1.3 Continuum Line for Career Development**



The figure above the position of the respondent average score, which is 75.05% that located in the range of 68% - 84%. It can be interpreted that the work readiness of Telkom University alumni is in the good criteria. Also, the second figure above shows the position of the respondent average score that located in the range of 68% - 84%. It can be interpreted that the career development of Telkom University alumni is in the good criteria.

**4.2 Pearson Correlation Analysis**

**Table 1 Correlation between Work Readiness (X) and Career Development (Y)**

		Work Readiness	Career Development
Work Readiness	Pearson Correlation	1	.301
	Sig.		.000
	N	291	291
Career Development	Pearson Correlation	.301	1
	Sig.	.000	
	N	291	291

From the table above, the hypothesis testing for the relationship between Work Readiness (X) towards Career Development (Y) are as follows:

**Hypothesis**

Ho: Work Readiness variable does not have a correlation with Career Development Variable

Ha: Work Readiness variable have a correlation with Career Development Variable

### **Basic Decision**

Sig < Alpha, Ho is rejected, Ha is accepted

Sig > Alpha, Ho is accepted, Ha is rejected

### **Result**

Sig = 0.000

Alpha = 0.05

Sig < Alpha, Ho is rejected, Ha is accepted

### **Conclusion**

Through the data processing above, it can be concluded that Work Readiness variable has a correlation with Career Development variable. These two variable has a weak correlation because the amount of correlation is 0.301. But still, any increase in Work Readiness resulted an increase in Career Development and vice versa.

### **4.3 Simple Regression Analysis**

Simple regression analysis conducted to determine the effect of Work Readiness towards Career Development in Telkom University Graduates. The result is expressed in the following table:

**Table 1.2 Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.301 <sup>a</sup>	.091	.088	3.010

a Predictors: (Constant), Work Readiness

b Dependent Variable: Career Development

R shows a correlation coefficient, meanwhile R Square is the coefficient of determination. In Table 4.5 Model Summary, R amounted 0.301. It means that the magnitude of correlation is 0.301. 0.301 means it has a weak tie.

In the table also there is R Square column amounted 0.091. To find the percentage R Square should be multiplied by 100, so  $0.91 \times 100 = 9.1\%$ . Thus, the Work Readiness variable affects Career Development by 9.1% that leaves remaining of 90.9% is affected by other variables.

**Table 1.3 Coefficient Regression Table of Variable X towards Y**  
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	41.825	1.278		32.720	.000
Work Readiness	.085	.016	.301	5.639	.000

a. Dependent Variable: Career Development

In the table of coefficient, the regression equation is used as follows:

$$Y = a + bX$$

$$Y = 41.825 + 0.085X$$

Where:

Y = Career Development

X = Work Readiness

Constant amounted 41.825 shows or indicates that if there is no Work Readiness, then the participation value amounted 41.825. In other words, if there is no increase of Work Readiness (X), then the value of Career Development (Y) is 41.825.

Regression coefficient X amounted 0.085 means that in every addition of one value of Work Readiness, so the participation value is also increasing by 0.085. In the other words, 0.085 states that the higher the level of Work Readiness will increase the Career Development of Telkom University graduates. This means that if the Work Readiness increases or rises, Career Development will also increase or rise, and vice versa.

**5. Conclusion**

Based on the results and analysis previously on chapter IV regarding Work Readiness towards Career Development among Telkom University graduates, can be concluded that:

1. Based on the descriptive analysis of work readiness towards career development among Telkom University graduates, work readiness of Telkom University graduates is on the good criteria, and the career development of Telkom University graduates is on the good criteria also.
2. Work Readiness affects Telkom University graduates positively on Career Development by 0.085 or 8.5% in the percentage. Where if the higher the level of Work Readiness of graduates, then the level of Career Development will also increase.
3. Based on the correlation test, the relationship between Work Readiness and Career Development is 30.1% means in the level of weak

## 7. References

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