

The Influence of Internship Training Method with Students' Competency and Work Ethic at Hotel Accommodation Program in Indonesia

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ABSTRAK: The purpose of this research is to analyze the effect of internship training on student's competency and work ethic at hotel hospitality accommodation school. The sample in this research is vocational school in Bengkulu, sample are taken by using random sampling to decide which class would be used to apply internship method. Data are analyzed by using ANOVA and MANOVA statistic test with significance level 5%. The result of this research shows that internship method has influence on student competency (31.90), instructor DUDI gives the highest influence. There is an influence between internship method with students' work ethic (10.50) and same age tutor method has the highest influence. Internship method has influence on competency and work ethic simultaneously with the influence level 10.20.

KEYWORDS: Internship training, work ethic, Job competence,

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I. INTRODUCTION

The main problem in learning in most vocational schools are caused by 2 factors, first the implementation of learning strategy in school hasn't shown the different condition between in the classroom and in real industry world. Second, learning strategy has not paid more attention in learning need according to students' work ethic and competence. The one solution for that problem is by giving theory and practice learning. Theory composition and practice which normally used at vocational school is 50% for theory and 50% for practice. But in this condition, it must be 30% for theory and 70% for practice. According to new schema (adding more practice hour), it is expected to increase student competence so it can create student who ready for industry world.

The problem about student's competency quality found in every vocational high school. early study at hospitality accommodation department in Bengkulu (SMKN 7 Kota Bengkulu). The result of 6 months research about internship in industry world shows a not satisfactory score. it is shown from competence test after internship. The result of students' competence test who followed the internship for three months at SMKN 7 Bengkulu city can be seen from the table below.

Table 1.1 Score of students' competences in SMKN 7 after Internship

Year	Incompetence	Quite competence	Competence	Very competence	Total
2016	65.00	25.00	10.00	0	100.00
2017	60.00	20.00	20.00	0	100.00
2018	65.00	20.00	15.00	0	100.00
Rerata	63.33	21.66	15.00	0	

Information: scoring data of students competency at SMKN 7 after internship

The other problem faced by student is the characteristic of work ethic. They are unable to show high work ethic. Early study by taking the secondary data from one of vocational high school in Bengkulu shows that only 41,5% students have high work ethic.

The efforts to solve the problem is by implementing work training. The implementation of work training is believed able to solve the problem. It can be done by creating the same condition with industry world or internship training. In training program, students will get many chances to develop their skills. They are not only studying in classroom but also involving directly to the lesson object. The factors which has great role in influencing the quality of graduates is learning process with many practices. Many variations of Facility and infrastructure, from traditional to modern, high dedication from teachers, cooperation with DUDI and learning process about characteristic education especially honest and discipline characteristic.

II. LITERATURE REVIEW

Students' Working Competency

Spencer and Spencer (1993: 9) defines that competency as someone characteristic who involves with good performance in certain job. This characteristic consists of 5 aspect, motive, subordinate characteristic, self-concept, knowledge and skill. Competency involves task skill, task management skill, contingent management skill, job or role environment skill and transfer skill (Depdiknas, 2004:8-9). According to (1996:12), competency is divided into some group, they are achievement and action group, helping and human service, impact and influence and personal effectiveness. While competency indicator according to National civil service department Number 46 A in 2003 states that competency consist of knowledge, skill and attitude. Basic competency demand for high school majoring in hotel hospitality is room section. According to curriculum in 2013, room section basic competition which must be learned by students as follows: (a) equipment and trolley arrangement, (b) access to room services, (c) bed arrangement, (d) room cleaning and tidying, (e) cleaning and storing trolley and equipment. Basic competence of room section for vocational high school is as follow picture.

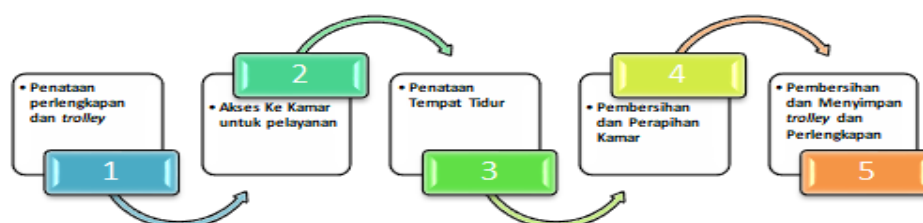


Figure1. Room Section Competency

Work ethic

According to Sinamo (2011:26) work ethic is set of positive behavior based on fundamental belief followed by total commitment on integral working paradigm. Anaroga (1992:29) states that work ethic is a view and attitude of a nation or people against work. Explicitly, some behaviors which must be the base for someone who give value on work such as: (1) work is human living essence, (2) work is a blessing from the god, (3) work is a source of income who legal and not immoral, (4) work is a chance to self-developing and filial and (5) work is a service and expression of love.

According to Gunal Myrdal in Janan (2004:35) in Asian Drama book states that they are 13 attitudes which shows high work ethic on someone: (1) efficient; (2) diligent; (3) tidy; (4) discipline; (5) thrifty; (6) honest and sincere; (7) rational in taking action; (8) accepting changes; (9) fast in utilizing situation; (10) hard work; (11) sincere; (12) can cooperate; (13) responsible.

Internship method

According to Bernardin and Russel (1993:29), training is a way to re-mastery skills and implementation technique of certain work, detail, routine and needed for now. Training Is not prioritized to build up work skill in the future. It means, training is not preparing worker to hold the responsibility heavier that what they are working now. One of the training methods that can be applied is internship training. Rolnicki (2008: 413) says that Internship is a work relationship where students are used for short periods to carry out professional responsibilities (internships) for publications or other media organizations. So, it can be concluded that Internship Training is a learning program for apprenticeship training with a short period of time by making students feel direct industrial situation and gets guidance from industrial instructors. The stages in implementing the internship training program are (1) Planning, (2) Implementation, (3) Competency Testing and (4) Program Evaluation

III. RESEARCH METHODS

This research uses experimental method with descriptive quantitative approach. This research was conducted at vocational high school majoring in hospitality at Bengkulu Indonesia. There are 120 sample from class XI SMKN 7 Bengkulu city. Sample are divided into four group treatments, they are: (1) study group taught by subject teacher, (2) study group taught by DUDI instructor, (3) study group taught by same age tutor, (4) conventional class. Data are collected with knowledge test, work performance and work ethic assessment. Data are collected by analyzing the influence of using internship training method with students' competency and work ethic at vocational high school.

IV. RESEARCH RESULTS AND DISCUSSION.

Work competency

Student work competence is assessed after students being treated in internship training. Assessment is conducted with knowledge test (multiple choice and description) and performance assessment. Competence is assessed from 30% of the knowledge aspect and 70% of the skills competency test. The analysis result shows that average score on field instructor is quite high. DUDI instructor is high and same age is in moderate category. The result can be seen from the picture below.

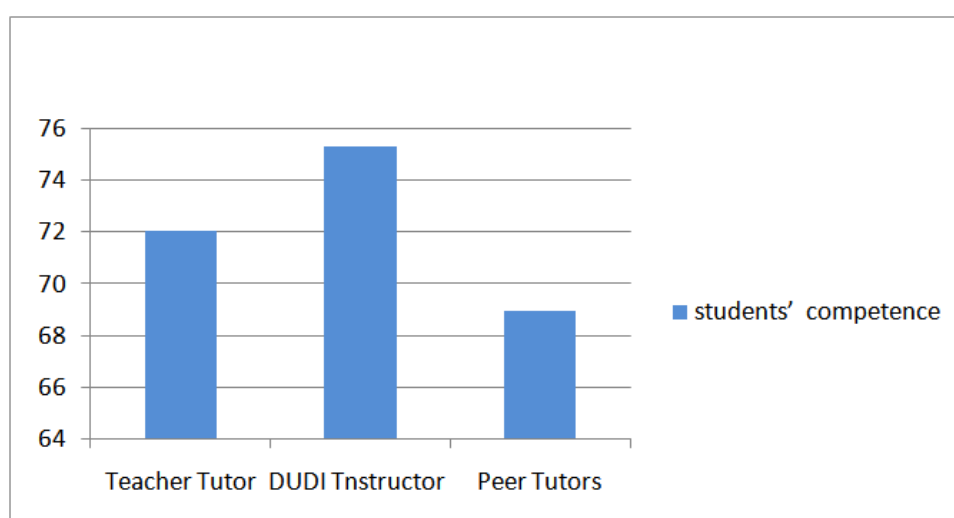


Figure 2. Students' competency level

Work ethic

The result of students' work ethic analysis shows that there is an increase before and after training amount of 14.51%. The highest improvement occurs on a group treated by same age instructor, the increase is 21.14% and average score is 21.45 from scoring scale 6-24. The result is resumed in this picture.

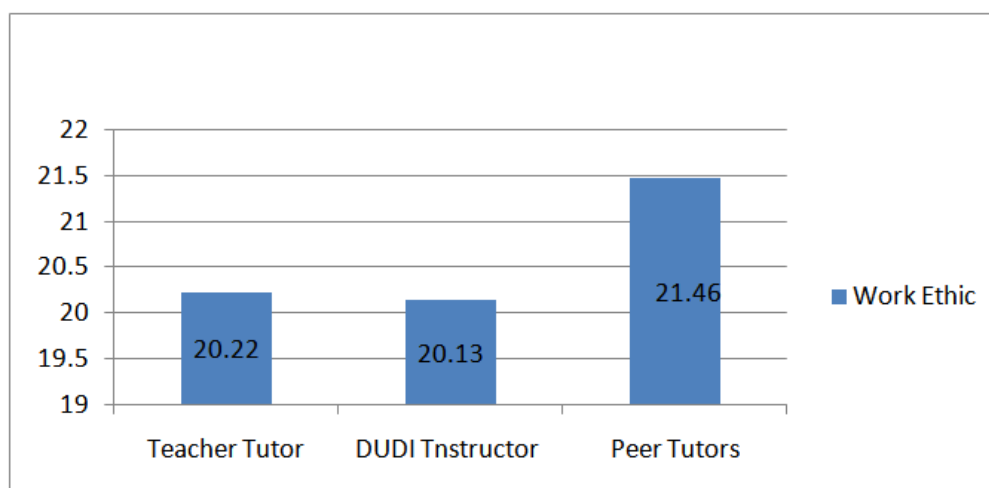


Figure 3. Work ethic level after internship

V. DISCUSSION

The correlation between internship training method with student competence

The ANOVA analysis result shows that internship training method shows FCOUNT score 20.37 and significance score $0.000 \leq \text{sig } \alpha: 0.05$, it means there is an influence of internship training method with student work competence. The influence is 31.90%. According to post hoc test by using Tukey test, there is a difference between group taught by subject teachers, DUDI instructor and same age with each significance less than 0.05.

The analysis result of study group in increasing the student competence can be seen from homogeneous subsets, it shows that DUDI instructor competence in is the highest column with average score 75.27%. the conclusion shows that secondary group, a group taught by DUDI instructor, obtained the highest average score compared with groups taught by same age tutor and subject teacher tutor. This analysis result shows that students work competency can be increase with training. It is same with researched conducted by Wye (2010) who states that university performance is the most influenced factor in preparing students who ready to work by making internship program more intensive. The result of research conducted by Kusdamayanti, Abas & Jubaedah (2015) shows that there is training approach with competence base has influence with making bed practice ability with competency on high category.

The influence of internship method with students' work ethic

The result of internship method training influence with students' work ethic shows that the hypothesis is accepted. It is shown from ANOVA test shows FCOUNT score is 5.08 and significance score is $0.008 \leq \text{sig } \alpha: 0.05$, it means there is an influence between internship training method with students' work ethic and the influence score is 10.50%. The result of post hic test by using Tukey test shows that: learning group taught by subject teacher has no competency difference with group taught by instructor DUDI. (2) the competence of learning group taught by instructor DUDI is not different with group taught by same age tutor.

Analysis of learning group excellence in increasing students' work ethic can be seen from homogeneous subsets. It shows that students' work ethic with same age tutor has the highest score with average score 21,47. It can be concluded that the study group number 3. A group taught by same age tutor gives high impact in increasing students' work ethic compared with taught by subject teacher and instructor DUDI.

The influence on competency and students' work ethic

MANOVA analysis result shows that internship training method affect students work competence and work ethic. The result of between-subject effect test shows MANOVA significance score 0.000, it means has no influence. The influence with internship training on work competency and students' work ethic is 10.20%. The influence supported by students' direct practice to field.

VI. CONCLUSION

There is an influence between internship training method with students' work competency at vocational high school. the influence given by internship training is 20,27%. The highest influence comes from group taught by tutor DUDI.

There is an influence between internship training with students' work ethic at vocational high school, hotel accommodation program. The influence given by internship training with students' work ethic is 10.50%. The highest influence of students' work ethic is from group taught by same age tutor.

Internship training method can influence work competency and work ethic together. It can be seen from MANOVA test with significancy score 0.000 and the influence on those two aspects is 10.20.

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