

# Internship Program of the Faculty of Science and Technology of UIN Sunan Kalijaga Yogyakarta for Soft Skills Development and Student Competencies

Hikmah Supriyati<sup>1,2,\*</sup>, Muhammad Ja'far Luthfi<sup>3</sup>

<sup>1</sup>Post Graduate Program of Biological Education Department, Universitas Negeri Yogyakarta

<sup>2</sup>Institute of Research and Community Service Program, UIN Sunan Kalijaga Yogyakarta

<sup>3</sup>Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta

Correspondency email\*: [hikmashsupriyati@gmail.com](mailto:hikmashsupriyati@gmail.com)

---

## Abstract

Demand in workplace requires a person not only have a high grade point average but also have sufficient soft skills. The higher demands for labor have prompted UIN Sunan Kalijaga, especially the Faculty of Science and Technology, to make an internship program as a program to equip students with soft skills that will be needed in the workplace. Apprenticeship/internship is a form of education and training that will shape the competence of students. The apprenticeship program is used as an effort to bridge the gap between the theories obtained by students in college and the actual professional conditions in the workplace. This activity should be beneficial for students and alumni because in apprenticeship activities participants have the opportunity to apply the knowledge they have learned in college and learn the ins and outs of professional work standards. The apprenticeship program at the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta has been carried out for 3 periods. Many activities have been programmed to support the competence of students at UIN Sunan Kalijaga Yogyakarta. This paper would discuss and analyse about the program, its achievement and implications for the student's competency.

**Keywords:** Internship Program, Soft Skills Development, Student Competencies.

---

## Introduction

The Indonesian nation as a developing country is trying to find forms efforts to become a developed country, especially in terms of education. The future progress of the nation in education is determined by students who are valuable people and are expected to become educators, mentors and role models for their students (Ismail, et.al, 2018). This in turn encourages universities to continue to improve the quality of their graduates. Demand in workplace requires a person not only have a high grade point average but also have sufficient soft skills. The higher demands for labor have prompted UIN Sunan Kalijaga, especially the Faculty of Science and Technology, to make an internship program as a program to equip students with soft skills that will be needed in the workplace.

Apprenticeship/internship is a form of education and training that will shape the competence of students (Muslih, 2014). The apprenticeship program is used as an effort to bridge the gap between the theories obtained by students in college and the actual professional conditions in the field. This activity will be

beneficial for students and alumni because in apprenticeship activities participants have the opportunity to apply the knowledge they have learned in college and learn the ins and outs of professional work standards. So that by joining this apprenticeship program, students will gain experience of knowledge and work networks which are important aspects to build a foundation for success.

The apprenticeship program at the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta has been carried out for 3 periods. Many activities have been programmed to support the competence of students at UIN Sunan Kalijaga Yogyakarta. However, until now there has been no research on how the apprenticeship program process and how it affects the development of social skills and student competencies. Therefore, researchers are interested in conducting research on how the apprenticeship program of the Faculty of Science and Technology develops student competencies and soft skills.

## Methodology

This study used a survey approach, while the data collection techniques were interviews, secondary data analysis and documentation. This research was conducted for 2 months, from 10 December 2019 to 10 February 2020. The targets in this study were internship supervisors, students and alumni of the Faculty of Science and Technology who were randomly selected and had participated in the work apprenticeship program (period 1/2/3). Data analysis was carried out descriptively from the results of interviews, secondary data, supporting SK files, and literature review from various sources.

## Results and Discussion

### A. Internship Program at the Faculty of Science and Technology UIN Sunan Kalijaga

The Faculty of Science and Technology apprenticeship program is an apprenticeship program organized by the Faculty and is intended for students or alumni of UIN Sunan Kalijaga Yogyakarta. This program is opened annually with a performance period of 3 months. This program aims to develop soft skills and competencies of apprentices according to their talents and requests. The following is a list of apprenticeship SKs that have been held by the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta:

**Table 1.** List of Apprenticeship Decrees at the Faculty of Science and Technology UIN Sunan Kalijaga.

No	Internship Program	Decree Number	Number of Participants
1	Internship Program I for Students and Alumni of the Faculty of Science and Technology	056/DST.Tahun 2018	95 Persons
2	Internship Program II for Students and Alumni of the Faculty of Science and Technology	371/DST.Tahun 2018	147 Persons
3	Internship Program III for Students and Alumni of the Faculty of Science and Technology	01/DST.Tahun 2020	68 Persons

Apprenticeship is carried out for three months of 3 hours per day (3 days per week and can be adjusted according to the vacant lecture schedule in consultation with the supervisor). Tasks and jobs are given by the supervisor. The planning, implementation

and evaluation of apprenticeship activities are under the authority of each supervisor. The various activities of the Faculty of Science and Technology internship program can be seen in table 2.

**Table 2.** List of Internship Activities for the Faculty of Science and Technology UIN Sunan Kalijaga.

No	Internship Activity
1	Seminar and Collaboration of the Faculty of Science and Technology UIN Suka and Nglanggeran
2	Accreditation Preparation (Dept. of Physics, Informatics Engineering, Biology Education)
3	Research in Biology and Chemistry
4	Seminar on Integration-Interconnection of Science and Islam in 2018 and 2019
5	Writing and Publishing of Books and Journals
6	Entrepreneurship Development, Training, Courses
7	Graphic Design Training for Intern Students at the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta
8	Photography Training for Internship Students of the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta
9	Organizing English Language Courses for Internship Students of the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta
10	Apprenticeship for the Staff of the Dean of the Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta (Staff Deputy Dean 1, 2, and 3)
11	Performing Arts
12	Organizing Guitar And Vocal Courses
13	Academic Writing Workshop
14	MC (Master Of Ceremony) Training And Activities Management
15	Making Posters for Learning Media
16	Student Attachment Research And Mobility Program Activities, Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta
17	Community Based Outreach Program, Faculty of Science and Technology, UIN Sunan Kalijaga Yogyakarta
18	Making Botanical Garden Faculty of Science and Technology UIN Sunan Kalijaga Yogyakarta
19	Saintek Guest Lecture Activities
20	Saintek Art Performance Activities
21	Academic English Activities
22	Sketching and Drawing Training
23	International Conference On Science And Engineering (2018 And 2019)
24	International Conference On Informatics For Development 2018
25	2018 Community Service Conference
26	Organizing Editing, Layout and Publishing Proceedings of the Community Service Conference
27	Organizing English Paper Editing Activities
28	Organizing Saintek in Harmony (Art Performance) Activities

The various activities above have been programmed by the Faculty of Science and Technology UIN Sunan Kalijaga. There are activities that are programmed once completed, some are continuing. Each activity program has a supervisor who is responsible for the activity. Advisors are selected from several lecturers and staff of the Faculty of Science and Technology who have competencies according to the field being programmed. According to the results of interviews with apprentices, both alumni and students of UIN Sunan Kalijaga, "the role of mentors is very important in the apprenticeship program. This is because the supervisor in the apprenticeship program acts as a facilitator to help apprentices gain competence and succeed in the activities that have been programmed ". Instructors must have the ability to build trust and confidence in apprentices, be sensitive to students' abilities, and the ability to encourage participants to think hard in making decisions (Vaughan, K. O'Neil.P & Cameron, M, 2011: In Abdulmajid, 2015).

Students who take part in the internship program are given the opportunity to choose various activities according to their talents and interests. According to the results of an interview with one of the internship supervisors, Mr. Sutrisno, said that "Students and alumni who take part in the apprenticeship are given the option to choose activities according to their respective talents or interests. This will provide an opportunity for apprentices to maximize or hone their soft skills. With the formation of a program that matches the work interests of the interns, it will make it easier to prepare apprentices to prepare themselves for the world of work. This is in accordance with the research conducted by (Suyanto, Faradila et al, 2019), namely that work interest and internship experience have a significant influence on student work readiness.

### **B. Internship Program for Student Soft Skills**

Soft Skill is a non-technical ability possessed by someone who has been in him since birth, a non-technical ability that is not visible but is very necessary for someone to achieve success. This ability can be improved by conducting training (Suharyanti, Candra et al, 2015). Meanwhile, according to Furhan (2011) soft skills are divided into two categories, namely interpersonal and intrapersonal soft skills. Both of these skills can be developed through the learning process and the habituation process in everyday life. Soft skills include a person's personal qualities in which there is a sense of responsibility, self-confidence, social skills, self-control and honesty.

Seeing this explanation, it can be concluded that soft skill development is very important to prepare yourself for the world of work and achieve success. The existence of the Faculty of Science and Technology apprenticeship program will accommodate

participants in developing their own quality abilities. According to the results of interviews, several apprentices said that "the Faculty of Science and Technology internship program helps students improve their communication skills, increase self-confidence and leadership. This can be seen from the various activities of National Seminars, International Seminars, and Conferences, all of which are fully given to Apprentices. From these activities, participants can practice their communication skills, management, and lead many people. In addition, apprentices can also apply their knowledge in helping to review various articles submitted at the seminar.

Research internships are also held for participants who are interested in this. This research internship is great for those looking to improve their abilities in academics. According to the results of an interview from one of the alumni who took part in the internship said that "The research internship program really helps students to study and prepare themselves for those who want to continue their studies". Various internship activities such as design training, English courses, sketch training, web training will also support and assist apprentices in developing skills and preparing for the world of work. This will help them improve their quality to compete in the world of work. Participants who enjoy art can also join vocal training and music courses.

The results of interviews from students, alumni and internship supervisors said that "The Science and Technology Faculty Internship Program has an impact and influence on apprentices in improving soft skills. The soft skills developed in this apprenticeship program also facilitate participants in improving their quality in academics, arts and skills needed in the world of work. " This is what is a little different from other internship programs. Here, apprentices are not only required to improve their abilities in the professional world of work, but also apprentices can improve their abilities in academics and the arts. Thus, apprentices who wish to continue their studies can also learn and develop their skills in this program.

### **C. Internship Program Against Student Competence**

Competence comes from English which means "competence", which can be described as a person's skills or abilities. Competence is a fundamental characteristic inherent in a person because he has the competence he has and his excellence in work. Competence can also be interpreted as a combination of value knowledge, skills and attitudes in action (Supardi, et al, 2011). Gonsi (2004: 19) states that competence is The capacity to perform special activities will always entail some combination of knowledge skills / disposition / values which when analyzed almost always looks like some combination

of generic or key competencies. Competence is the ability of a student to perform certain activities the resulting combination of knowledge, skills, dispositions and values that appear on the combination of generics and key competencies in completing a job.

From this explanation, it can be seen that someone who has competence is those who have knowledge of values, skills and attitudes that can be seen when doing activities. The Faculty of Science and Technology internship program provides a forum for students to train and develop their competencies. According to the results of an interview from sister Lian as an apprentice, she said that "the Science and Technology Faculty internship program can provide a platform for students to develop competencies". The same thing was also said by Putri, who was an intern for period 2 and 3, she said that "Apprenticeship programs such as continuous English training by students are proven to be able to hone their English language skills. This can improve the competence possessed by students".

English language training is very beneficial for students in developing their abilities. In addition, the SES Studium General, International Conferences and student exchanges also provide a forum for students to develop their English language skills. Not only that, there is academic writing training as well as training students in writing English papers. All of these activities will help students develop English language competences in the academic field.

Apart from being in the academic field, the English language competence obtained during internships is also very helpful for alumni in the world of work. According to Rakhmiyati as an intern as well as an alumni at UIN Sunan Kalijaga Yogyakarta, he said that "the internship program which is held continuously, such as English language training, really helped me when teaching at school. In addition, according to Ulfarika, the English language training is an apprenticeship program of the Faculty of Science and Technology which is very helpful in serving customers in their workplace.

This activity is very positive and has great benefits for students, alumni and higher education institutions. Various activities have been carried out quite well in order to develop soft skills and student competencies. Similar research has also been carried out, namely that the implementation of an apprenticeship 1 based on Lesson Study can improve student competence in planning and implementing learning (Suprihartanto, 2019). As for research conducted by Utomo, Supri Wahyudi, et al (2009) said that the entrepreneurial apprenticeship program can improve student soft skills.

Soft skills and competencies can be developed because in the apprenticeship program students and alumni are required to work and practice directly. This

will increase knowledge and skills and form an attitude to be responsible for the work or task that has been given. Thus this activity will be a means to support and improve student experiences.

## Conclusion

Based on the research that has been done, it can be concluded that the internship program of the Faculty of Science and Technology can develop student soft skills and competencies. This is because the apprenticeship program forms a concept for direct work and practice and is carried out continuously. This will increase knowledge and skills and form an attitude to be responsible for the work or task that has been given.

## References

- Abdulmajid, Nuur Wachid. 2015. *Pola Pembimbingan di Tempat Kerja: Studi Kasus Pelaksanaan Program Praktik Industri di PT JMI*. Jurnal taman Vokasi, Volume 3 Number 2
- Furhan. 2011. *Pengertian Soft Skill dan Hard Skill*. Retrieved January 13, 2013
- Gonsi, Andrew. 2004. *The New Profesional and Vocational Education*. Crow Nest NSW: Allen and Unwin
- Ismail, Hasan, Musdalifah. 2018. *Pengembangan Kompetensi Mahasiswa melalui Efektivitas Program Magang Kependidikan*. Jurnal Pendidikan (EDUMASPUL) Volume 2 Number 1 : pages 124-132
- Muslih. 2014. *Analisis Efektifitas Program Magang untuk Sinkronisasi Link and Match Perguruan Tinggi dengan Dunia Industri (Studi terhadap Program Magang pada Fakultas Ekonomi Prodi Manajemen Universitas Muhammadiyah Sumatera Utara)*. Jurnal Manajemen & Bisnis Volume 14 Number 1
- Suharyanti, Chandra et al. 2015. *Pengaruh Proses Pembelajaran dan Program Kerja Praktek terhadap Pengembangan Soft Skill Mahasiswa*. Jurnal Pendidikan Administrasi Perkantoran Sebelas Maret University
- Suprihartanto. 2019. *Analisis Pelaksanaan Magang 1 Berbasis Lesson Study dalam Meningkatkan Kompetensi Pedagogi Mahasiswa PPKn FKIP Universitas PGRI Yogyakarta*. Jurnal Pancasila dan Kewarganegaraan Vol 4 Number 1: pages 65-77
- Supardi et al. 2011. *Profesi Keguruan Berkompetensi dan Berserifikat*. Jakarta Diadit Media
- Suyanto, Faradila et al. 2019. *Pengaruh Minat Kerja dan Pengalaman Magang terhadap Kesiapan Kerja Mahasiswa Fakultas Ekonomi Universitas Negeri Padang*. Jurnal EcoGen Volume 2 Number 2
- Utomo, Supri Wahyudi, Elva Nuraina, Parji. 2009. *Peningkatan Soft Skill Mahasiswa melalui Pendidikan Magang Kewirausahaan*. Jurnal Pendidikan 15 (2)