THE RELATIONSHIP BETWEEN MOTIVATION AND STUDENT WORK READINESS AT SMKN 1 LUBUK SIKAPING

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ABSTRACT

This study aims to determine the relationship of motivation towards work readiness of class XII students in SMKN 1 Lubuk Sikaping. This type of research is quantitative with correlational research methods. This research was conducted at SMKN 1 Lubuk Sikaping. The population in this study are all students of class XII SMKN 1 Lubuk Sikaping. The sampling technique used isproportional random sampling, Selected as the sample in this study amounted to 169 students. Based on the test data analysis showed that the normal data and linear. The results of testing at significance level α of 0.05 (95% confidence level) r xy values obtained at 0.338 with 0.1456 rtabel because rhitung> rtabel then the hypothesis is accepted. This means that there is a relationship between motivation towards work readiness class XII students in SMK 1 Lubuk Sikaping.

Keywords: Motivation, Work Readiness, Relation

INTRODUCTION

Condition labor requirements and challenges of the world of work in an era of globalization requires labor as human resources to be able to compete in various areas with the provision of professional expertise possessed. Labor requirements will be fulfilled properly if job seekers have a qualified quality. Qualified quality expectations of the world of work are those who have undergone education or job training program thoroughly. The quality of human resources is one of the important factors of a nation in the world to meet the needs and challenges of working in this globalization era. One of the pillars of the development of human resources strategic means for national development is the quality of education.

Education is integral and inseparable from the process of preparation of qualified human resources, tough and skilled. Vocational education as a part of the national education system plays a very strategic role for the realization of the national labor force that is skilled.

Vocational School (SMK) is one form of formal education unit which organizes vocational education in secondary education as a continuation of the SMP, MTs, or other equivalent form. Vocational education is secondary education that prepares students primarily to work in a particular field. In line with the aim to prepare middle-level manpower professional, vocational students are expected to have the readiness to be educated and are required to have skills and a professional attitude in the field. Vocational school graduates are expected to become human resources ready to use, in the sense that when they finish school, they can apply the knowledge that they can while in school. Characteristic owned vocational school in addition to the graduates can fill the job opportunities in the business / industry (DU / DI) graduates because they also have certification through competency testing, in addition they can also continue studies to

pursue Higher Education (PT). Apart from vocational school graduates can go on to the PT, of course, vocational students from the beginning have the intention to be able to immediately enter the workforce after they graduate.

Based on research conducted by Imam Alimudin A., et al (2018) who studied the work readiness of vocational learners to work in the industry. The results showed that work readiness in understanding aspects including the very high category. Aspects of knowledge most learners have a very high work readiness category. Aspects of skill more than half of students have a work readiness in the high category. Aspects of personality most learners have a very high work readiness category. Overall indicates that most learners have a very high work readiness. It was concluded that the majority of vocational students are ready to work in the automotive body repair industry.

Through some relevant studies that have been studied, we can conclude that the work readiness of vocational students is relative. Depending on the internal and external aspects that influence it. If these aspects has been implemented optimally, then the work readiness of students also up, nor vice versa. SMK Negeri 1 Lubuk Sikaping trying to give birth to graduates who have a good work readiness so that after students graduate, they can get a job that suits their expertise to work in a professional manner. And to realize that the students should have a good working readiness to be able to seek entry into the workplace opportunities and compete in today's global era.

According to the teacher counseling (BK) in SMK Negeri 1 Lubuk Sikaping, the number of graduates who not employed is a major problem faced by the school each year. Based on observations and guidance made by BK teacher to class XII students, the majority of students do not have a direction or are still confused about their plans after graduating from school. One factor that is considered to be the cause of it is related to the readiness of students to enter the workforce is considered not maximized.

The lack of work readiness of students this occurs is influenced by several factors. The first factor is due to the lack of motivation to enter the workforce for their pessimism to be accepted in the industry. This happens due to lack of confidence in the ability and skills possessed so be afraid to apply for jobs and be pessimistic to compete with other job seekers. Then the lack of motivation is also due to the encouragement of the family for not looking for work outside the area and stay at home to continue the efforts of their parents.

Motivation to work had a great influence on the work readiness. Motivation is something that raises the spirit or urge to enter the workforce, either influenced from within itself or from outside themself. The motivation will encourage students to equip themselves with the necessary competence in the work. However, from the explanations given by the teachers indicates that there is still low motivation embedded in students. It is based on the lack of positive encouragement that emerged from peers or from the family home.

The second factor that affects the student work readiness are the knowledge of the world of work information on each student. For the provision of information related to the world of work, the BK schools have started to introduce the kind of - the kind of work that suits each department to the students through the guidance of a class schedule that is set by the school. Then the madding school has also provided a special room for job-related information. But the work done by the school is considered not sufficient to meet the needs of the student information related to jobs that correspond to their area of expertise. This is because only a few of the students who are looking for other additional sources of information through print media, the Internet media as well as from the community. Then the job information is also affixed to the madding schools do not fully cover for the entire field of expertise is in the school, so often jobs are available only for some programming skills alone. And the situation of students who did not actively look for other information outside

of school, causing their knowledge of the state of the world kerjapun become inadequate.

Work readiness of students can not be formed by itself, but can be built through a process of learning and socialization. Several factors have been described previously considered influential on the development of students' work readiness. Motivation enter the workforce will encourage the students to have the confidence and enthusiasm to enter the world of work. Then the job market information possessed by students will increase awareness and knowledge of the work, so that by knowing the job qualifications and requirements, will motivate the students to equip themselves to enter the workforce so as to have a good work readiness. And also with the activities of the working practices of the industry (prakerin) will give you a lot of knowledge, experience and skills to students about the real working world. Industry practices implemented properly will increase work readiness of students both physically and mentally. Based on the description of the background, the researchers are interested in doing research titled "Relationships Motivation on Work readiness Students at SMK Negeri 1 Lubuk Sikaping".

The purpose of this study was to determine the relationship of motivation on work readiness of students in SMK 1 Lubuk Sikaping. The hypothesis that there is a relationship between motivation toward work readiness of students in SMK 1 Lubuk Sikaping.

METHOD

This study is the use of quantitative research by using this type of research is correlational. Quantitative research method is a research method that is based on the philosophy of positivism, is used to examine the population or a particular sample, data collection using research instruments, analyzes quantitative data / statistics, with the aim to test the hypothesis that has been set (Sugiyono, 2013: 7).

Implementation of this research was conducted through data collection as the information is then processed in the form of statistical data to know the relationship between variables. In the exercise of the study, the researchers did not provide additional treatment to the subject of research. This study aimed to gain an overview of the relationship between variables in the study group, as has been described by theories on each variable. Results of the study was composed and written through quantitative descriptive approach for describing and analyzing the results of statistical research. The data obtained are then processed through correlation and regression techniques presented in the form of numbers the value of correlation and regression.In this study, the authors aimed to determine the relationship of motivation on work readiness of students in SMK 1 Lubuk Sikaping,

The sampling technique used was proportional random sampling. The sample in this research is class XII students in SMK 1 Lubuk Sikaping as many as 169 students. The research instrument used in this study is a non-test instrument in the form of a questionnaire. Experiments conducted to the validator instrument experts and teachers outside the study sample. The data used in this study are primary data obtained directly fromrespondents, by distributing questionnaires to students of class XII SMK 1 Lubuk Sikaping elected to the sample. And also secondary data first collected and reported by the researchers themselves or outside the institution, such as data on the number of students in SMK 1 Lubuk Sikaping. Data analysis was carried out by testing normality, linearity and hypothesis testing.

RESULTS AND DISCUSSION

Description of data describing the relationship of motivation (variable X) students work readiness (variable Y). Data obtained by distributing a questionnaire to 60 items of items which consists of 34 items items for the variable X (motivation) 26 items items for variable Y (work readiness of students) Were distributed to 169 respondents. Description of the data was conducted to

describe the state of each of the variables that include the number of values, mean, median, mode, minimum value, maximum value, range, interval, length class, variance and standard deviation. In the following tables show the calculation of basic statistics both variables.

Table 1. Variable Statistical Calculation X and Y

No.	Statistical	Variable X	Variable Y
1	N	169	169
2	Total Value	26 728	15 766
3	Mean (average)	146.055	86.153
4	Median	147	85
5	Modus	142	83
6	Maximum value	170	100
7	Minimum value	105	70
8	Range	65	30
9	interval	9	9
10	Interval Class P.	8	4
11	variance	279.434	66.339
12	Standard Deviation	16.716	8.145

Source: Independent Data Processing (2020)

a. Normality test

Normality test used to determine whether a population of normal distribution of data or not. Normality test is done by using the formula Liliefors calculated manually. Normality test results can be seen in table 2 below:

Table 2. Normality Test

No.	Variables	N	L0	Lt	Comparison	Ket
1.	X	169	.0044	.0654	Lhitung <Ltabel	Normal
2.	Y	169	-0.0089	.0654	Lhitung <Ltabel	Normal

Source: Independent Data Processing (2020)

According to the table 2 can be seen that the score of significance for the students' motivation towards readiness for the variable X obtained L0 (motivation) of 0.0044 and a variable Y (work readiness) of -0.0089. While the value of Lt is 0.0654 obtained from L to test the critical value Liliefors. Because the results Lhitung <Ltabel then the sample is said to be normally distributed. So prerequisite hypothesis test can then be performed.

b. Linearity Test

Linearity test aims to determine whether the motivation variable (X) has a linear correlation or not significantly affect the work readiness variable (Y). Linearity test is usually used as a requirement in the correlation or linear regression analysis. Can be said to be significant linear relationship between variables when the larger significance of alpha (0:05). Linearity test results data can be seen in Table 3 below.

Table 3. Data Linearity Test Results

Variables	Sig.	Fhitung	Ftabel	Kriteria
XY	0.05	180.116	1.277	Linear

Source: Independent Data Processing (2020)

Berdasarkan table above linearity test results obtained value of F = 180.116, while Ftabel = 1.277 obtained from the distribution table F value at 0.05. Because the value of F is greater than F table it can be concluded that there is a significant linear correlation between the variables in work readiness motivation towards students in SMK 1 Lubuk Sikaping. It is thus the hypothesis test can be carried out.

Table 4. Summary of Correlation Simple

Hypothesis	Rhitung	Contribution	Ket
XY	0.338	11.42%	The hypothesis is accepted

Source: Independent Data Processing (2020)

Based on Table 4 showed that rhitung> rtabel (0.338> 0.1456) so that it can be concluded that the hypothesis is accepted. So the relationship is positive and significantthe

c. Hypothesis Testing

Hypothesis testingconducted to prove whether the hypothesis is accepted or rejected, by using a simple correlation analysis and significance test. For more details can be seen in the following description. Based on a simple correlation tests were done using the formula product moment correlation test, rhitung values obtained were then compared with rtabel. Through the results of test calculations r can be seen in Table 4 below.

motivation of the students' work readiness (XY). Subsequently conducted tests of significance. Based on the results of the t test calculations can be seen in Table 5 below.

Table 5. Summary of Test t

Hypothesis	T	Ttabel (5%)	Ket
rxy	4,736	1,973	The hypothesis is accepted

Source: Independent Data Processing (2020)

According to the table 5 can be said t > t table then the hypothesis is accepted. So we can conclude an associationpositive and significant between motivation towards work readiness of students in SMK 1 Lubuk Sikaping. Based on the correlation test results obtained for the variable X (motivation) to variable Y (work readiness) is 0.338, whereas for the $_{Rtable}$ at 0.1456. because rhitung$_{>rtable}$ it can be concluded that the correlation is said to be positive and significant, and can be followed by significant test. Significant test found using the t test. Thus obtained results of t = 4.736 while t table = 1.973 (t$_>$ ttabel) to variable X to Y. Then it can be concluded that the hypothesis is accepted.

This research is relevant to the research conducted by Umi Yasmih and M. khafid (2016) entitled "Effect of employee motivation, career guidance and learning achievement in accounting to work readiness. The results of these studies indicate that there are significant work motivation on students' work readiness program accounting expertise SMK Negeri 1 Demak of 7.62%. Further

research is also relevant to research conducted by Nurul Muvit (2018) with the title "Work Readiness Students Seen From Experience Work Practices Industry and Career Guidance In Class XI student of SMK Batik 2 Surakarta Accounting Academic Year 2017/2018". The results showed that the experience of industrial work practices significantly influence the readiness of students working with the relative contribution of 92% and the effective contribution of 32.56%.

Further research is in line with research conducted Zuniarti, et al (2013). Research results show that (1) Variable learning motivation, intensity Prakerin teacher mentoring and work readiness obtained medium category and Prakerin performance in the low category; (2) there is a positive and significant impact on the learning motivation variable work readiness; (3) there is positive and significant variables Prakerin performance against work readiness; (4) there is a positive and significant effect of variable intensity Prakerin teacher coaching to work readiness; and (5) there is a positive and

significant effect together three independent variables on the dependent variable.

A similar study conducted by Vicky Sendy Wahyuda (2018). Research results show that there is significant influence between the variables of field work and motivation towards work readiness simultaneously. The percentage contribution of 52.9% and the rest is influenced by other variables outside studied. Further research is also relevant to the research work of Andi Nursyidah Galigo (2015). The results showed that (1) the implementation of the industrial working practices dominant students are in the Good category where the presentation by 68.75%, (2) motivation of students' work in the category Good where presentation is 56, 25%, (3) work readiness of students SMKN Both are in the category where the presentation by 52.08%. The conclusion from this is penenlitian industry work practices and work motivation have positive impacts on readiness of student work. Both of these variables together provide an effective contribution by 41%, while 59% were contributed by other variables not examined.

Based on relevant research, it is known that motivation has a significant relationship with work readiness. This is in line with research that researchers do, which obtained a correlation of 0.338 with rtabel at 0.1448, so the hypothesis is accepted. Equation research relevant to this study lies in the variables studied. The difference lies in the subjects studied and the research object that is used for research. But overall these studies have been able to prove that the motivation to have a significant relationship with work readiness.

CONCLUSION

Based on the analysis of research on the relationship between motivation and student work readiness in SMKN 1 Lubuk Sikaping, it can be concluded that: there is a relationship between motivation and student work readiness in SMKN 1 Lubuk Sikaping. Having conducted the study, it was given some advice, namely the teacher should always provide advices in any form that can increase the desire and motivation of students

to enter the workforce. This will give a positive influence on student work readiness.

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