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Indonesian national qualifications framework competence on the doctoral studies in economics at the Universitas Trisakti

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ABSTRACT

Globalization brings major changes to the order of life in the world, especially in the fields of education and labour. This has made it easier for people to migrate to get jobs. Indonesian Government is working to improve the quality and quantity of human resources through education, by implementing the Indonesian National Qualifications Framework programme. The college that runs this program, has produced an external alumni, so it can be used as an indicator of the success of the curriculum. To do that, we need to do a tracer study to find out what competence he has. The study, conducted using a descriptive statistical method, using samples of 43 respondents, whose sampling using purposive samplings, from the Alumni of Universitas Trisakti Doctoral Study in Economics in 2021/2022. Research data used Likert scale, the analysis is carried out by calculating the ratio of types of the type of competencies, based on the provisions of the Indonesian National Qualifications Framework program, which includes attitudes, general skills, special knowledge skills. As for the results, the kind of competence that its alumni possess with competence is very high at 54.75 percent and high at 45.25 percent. This learning achievement, has been in line with its objective, because all of the access to learning knowledge, general skills, special skills and attitudes are above average. Very high attitude achievements of 65.35 percent and high as 34.65 percent, very high general skills of 60 percent and higher as 40 percent, special knowledge very high of 47.09 percent and height of 52.91 percent, highest knowledge of 40.47 percent and tallest of 59.53 percent. Higher education institutions need to improve their alumni's soft skills of and the achievement of the Indonesian National Qualifications Framework to be very high, by collaborating with alumni and industry, to develop the curriculum to fit the needs of the labor market.

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1. INTRODUCTION

Globalization era, making the world boundless and resulting in increasing labor competition (Rusman, 2022). In reality, human resources in Indonesia are still scarce with competence, so it is difficult to meet their labor needs (Nuryanta, 2008). It's because mostly dominated at operators level or labor (Anwartinna, 2019). Nevertheless, educational institutions should be able to provide the labor needs of a profession, so that are not filled by foreign human resources (Juwitasari et al., 2016). To that end, the Indonesian government has launched a program to improve the

competitiveness of human resources, by implementing concepts and rules that are consistent with the quality of foreign human resources (World Economic Forum, 2012). The government designs programs, based on the capabilities of educational institutions with Indonesian specificity, which are aligned with global characteristics. As for its strategy, implementing the qualifications framework used in some countries, such as the European Qualification Framework (EQF) and the Australian Qualifications Frameworks (AQF) (Prasetyo et al., 2014). However, in its implementation, it must be adapted to the conditions in Indonesia.

National competitiveness is the country's economic ability to achieve high and sustainable economic growth (Porter, 2000). Competitiveness is determined by the competitive advantage of an enterprise, through competitive advantage (Lasalewo et al., 2016). Competitiveness is very important because it can encourage productivity and independence, increase economic capacity, and trust in market mechanisms that can create efficiency (David & David, 2017). The competitiveness of labor is a person's productivity in producing output (Adam, 2016). Four factors that can affect the country's competitiveness, the strategy and structure and level of competition between companies, resources in a country, domestic demand, and the existence of related industries and their supporters (Porter, 1990).

Workforce competitiveness generally follows an economic approach (Chulanova, 2017). This competitiveness is influenced by wages that reflect the price rather than the labor itself (Blyton et al., 2008). In addition, the competitiveness of the workforce is also influenced by their skills and education (Dessler, 2005). Global competitiveness is related to cost; so those who can win the competition are countries that can market products at low prices with the best quality (Lall, 2001). The competitiveness of a country's comparative economy is strongly influenced by the efficient use of resources, especially land, labor, and capital (Restuccia & Rogerson, 2017). Competitive advantage relates to economies of scale, economy of scope, and position in the market (Downing, 2018). The amount of labor used depends on how much demand and supply of labor in a region (Peichl & Siegloch, 2012). However, at this time with the demographic bonus and increasing migration, competition in the labor market is increasingly rapid (Bloom et al., 2003). For this reason, to win competition in the labor market, higher education in producing graduates needs to improve their competence, by following the standards set by the government in the Indonesian National Qualifications Framework (KKNI) program.

The Government seeks to improve the quality of human resources by developing the Indonesian National Qualifications Framework (KKNI) program (Susilawati et al., 2022). This is executed, so the workforce can compete in the global market. This policy; is applied specifically in the field of education and training. The program, strengthened by the Law No. 13 of 2003 on Employment and Government Regulations No. 31 of 2006 on the National Employee Training System is the basis of the major work of the development of KKNI. In the next phase, the Presidential Regulation No. 8 of 2012 on the Indonesian National Qualification Framework was issued. This regulation; becomes a reference to the KKNI in the provision of access to learning from various sectors that exist in Indonesia. However, to make the regulations even stronger, the government issued the Ministry of Education and Culture Regulation No. 73 of 2013, which regulates the implementation of KKNI in colleges specifically and higher education in Indonesia as a whole. As far as his hopes are concerned, it can increase the quality and quantity of Indonesian human resources, thus creating global competitiveness (Mashlahah, 2018).

At every level, KKNI qualifications have comprehensively considered the access to learning in its entirety. However, the qualifications must be adapted to the conditions of science and technology and art (IPTEKS), which follow the economic development and society. (Setiawan, 2016). For this purpose, there is 9 levels in the KKNI program, and separated into 3 groups, i.e. the group of operators' offices entered in the 1-3 levels, the technicians or analysts in the 4-6 levels, and the experts' office in the 7-9 levels. This program; has incorporated aspects of the nation's self-building, through Pancasila, the 1945 Basic Act, and Bhinneka Tunggal Ika (Aneswari & Musmini, 2017).

The success of the KKNI program, can not be separated from the externalities produced by the College (Al Faruq, 2022). As for the indicators, by knowing alumni's abilities in conducting work and life in society (Wijaya et al., 2016). College needs to have information and knowledge through

tracer studies, related to the development of its alumni (Soeharjoto et al., 2022). A Tracer study was conducted, specifically related to job search, job situation, and alumni competence (Saiful et al., 2019). This research is executed to provide an overview of the condition and situation of the alumni. Doctoral Studies in Economics at Universitas Trisakti, through its alumni, has contributed to society. The information obtained; can be input as an evaluation material of the educational process that has been carried out (Wathoni, 2021).

This tracing is also useful in the curriculum preparation for the Doctoral Studies in Economics at Universitas Trisakti, especially in the curriculum design and development based on the KKNI. The course-developed competencies are inter-integrated, so the establishment is based on the most dominant aspect of competence. There is a tracer study, that is expected to excavate useful information to improve the quality of its graduates so that it can compete in the job market. For that, it is necessary to conduct research tracer studies of graduates of the Doctoral Studies in Economics at Universitas Trisakti.

2. RESEARCH METHOD

This tracer study research uses a descriptive statistical approach. Data research used a Likert scale and the analysis is carried out by analyzing based on the data group, based on the provisions of the Indonesian National Qualifications Framework program, which is in the form of the type of competence, which includes attitudes, general skills, and special knowledge skills. Used 43 respondents sample, whose sampling was conducted using purposive samplings from the Alumni of Universitas Trisakti Doctoral Study in Economics in 2021/2022. The methods used against respondents are surveys, observations, interviews, and distribution of lifts using a Likert scale. The survey is carried out through three stages, namely alumni identification, competence-based level of work, and graduate profile adapted to the existing curriculum. The post, then continued with a discussion, to evaluate the compatibility between the results of the analysis and the curriculum of the Doctoral Studies in Economics of Universitas Trisakti.

3. RESULTS AND DISCUSSIONS

The respondents selected as the source of this study were 43 alumni, consisting of 29 males and 14 females, 39 persons with married status, 3 persons unmarried, and 1 persons others. When at college, 15 alumni attended the organization inside and outside the campus, and 18 people did not follow the organization. Alumni who lived with the family of 41 persons as well as 2 persons lived their own. When enrolled in the Doctoral Studies in Economics at the Universitas Trisakti, 23 persons got the information from friends, 11 persons from teachers or staff, 2 persons from families, 6 persons from websites, and 1 person from banners. The Economics Studies Doctoral Program of the Universitas Trisakti was chosen by 21 people by interest, 17 people by reputation, and 5 persons chose it because of family advice. The tuition fees paid by alumni came from scholarships consisting of 15 people, 24 persons paid by themself, and 4 people by others.

Human resource qualifications in Indonesia can be improved by adapting to the needs of the labor market. For this purpose, the government has created an educational program based on KKNI. This program has pairing, tailored, and integrated between the education sector with the training sector and work experience. This is held in a workability recognition scheme that is adapted to the structure in various sectors of employment. KKNI provisions on the educational path, have been regulated in the Regulations of the Minister of Education and Culture Number 73 Year 2013 on the Application of KKNI in the field of Higher Education. Equalization of access learning training or work experience, carried out through certification of competence, in the form of a competence test based on the National Labour Competence Standards of Indonesia (SKKNI).

However, KKNI application in the course of employment training or further work experience is regulated in the Regulations of the Minister of Employment No. 21 of 2014 on the Guidelines for the Application of the KKNI. There is the similarities in the learning outcomes, i.e. at the graduates of the lowest basic education equivalent to level 1, the graduates of the lower secondary education equals to level 2, graduates of Diploma 1 graduate equal the level 3, graduate 2 graduate is equal to the level 4, graduate 3 graduate the lower equivalent of the level 5, graduate 4 Diploma or Bachelor of Applied Sciences and graduate Bachelor's degree is the level 6, graduate Applied

Masters and Master's degrees are the level 8, graduate Applicated Doctor and Doctor equivalent with the level 9, graduate vocational education equal with the number 7 or 8, and specialized education graduate equivalent in the level 8 or 9.

The Doctoral Program in Economics at Universitas Trisakti, as a higher education that produces doctoral graduates by applying a curriculum based on KKNI, has graduates with qualifications equivalent to level 9, entering the group of expert posts. Universitas Trisakti, during the course of its curriculum, has selected graduates who have competence according to what is expected. This can be measured from the indicators of the kind of competence produced by its alumni all above average. The type of competence produced by having very high competence as much as 54.75 percent and high as much as 45.25 percent (Figure 1).

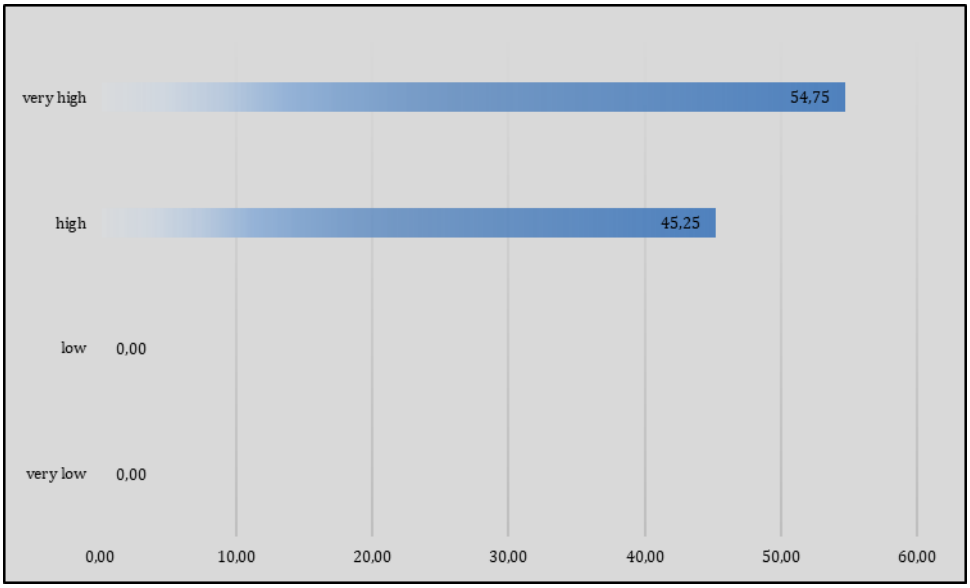

Figure 1. Types of competences of the doctoral programme in economic at Universitas Trisakti
Source: Data of research results, 2023

Learning outcomes from alumni of the Doctoral Studies in Economics of the Universitas Trisakti, compulsory reference to the learning outcome of KKNI graduates. Learning outcomes include learning knowledge, general skills, special skills, and attitudes. Learning outcomes of knowledge include mastering the philosophy of economic theory, economics specifically, concepts and methods in economic theories, research methodologies, and current issues. Learning Outcomes skills include discovering and developing the theory or conception or scientific idea, compiling a dissertation and publishing it in reputable scientific journals, as well as making research that supplies humanity.

Learning outcomes of special skills include the ability to produce innovative scientific work, to innovate the economic model, to provide policy direction that can optimize the potential and resources for the public interest, as well as to conduct research that can discover new knowledge or theory. Learning outcomes of attitudes include believing in the One God, upholding the values of humanity, internalizing values and norms, and academic ethics, acting as good citizens, appreciating diversity, contributing to the improvement of quality of life, being able to cooperate and have social sensitivity and concern for society and the environment, obey to the law, internalizing the spirit of independence and struggle and entrepreneurship, showing attitude of responsibility, visiting the Tri Krama Trisakti.

The learning outcome of the Doctoral Program in Economics Universitas Trisakti has been in line with the target. It's because learning outcomes from knowledge, general skills, and special skills dam attitudes all above average. However, the sequence of these achievements corresponds to what is expected of the behavior of the alumni, namely attitude, then followed by general skills,

special skills, and knowledge. Attitude is one of the most important elements of the alumni's behavior in society, especially in the workplace, so that his career will grow rapidly and benefit all parties. The outcome of attitude was very high of 65.35 percent and 34.65 percent high, general skills was very high of 60 percent and 40 percent high, specialized knowledge of 47.09 percent was very high and 52.91 percent high, highest knowledge was 40.47 percent highest and 59.53 percent high (Figure 2).

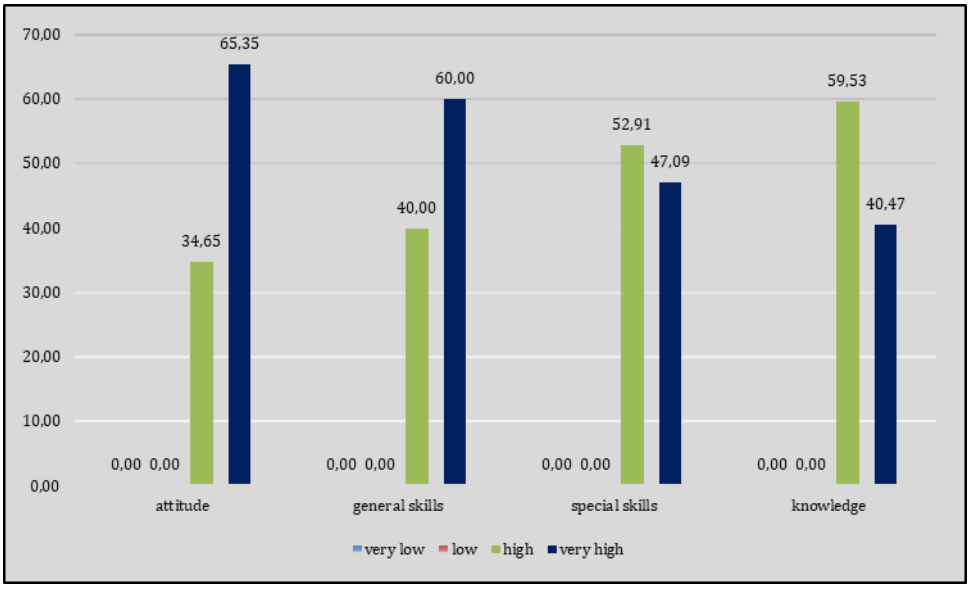

Figure 2. Learning outcomes of the doctoral programme economics at Universitas Trisakti
Source: Research Results Data, 2023

At college, students can interact with lecturers outside schedules at 60.46 percent (Very high) and 39.54 percent (high), while opportunities to meet academic guidance at 72.09 percent (very high) and 27.91 percent (high). Students have opportunities to participate in research at 53.49 percent (very high) and 46.51 percent (high), with opportunities to enter and be part of professional scientific networks at 41.86 percent (very high) and 58.14 percent (high). The academic atmosphere has conditions that can support conducting research or dissertation writing of 60.47 percent (very high) and 39.53 percent (high).

After attending this education, I gained benefits plus knowledge are 34 people and a network are 9 people. Alumni who joined the national company are 33 people, multinational is 8 people, and local is 2 people. Alumni who worked in the government are 10 people, education is 17 people, finance is 10 people, mining is 3 people, and trade, services, and investment are 3 people. Of alumni that followed the development of the Doctoral Programme of Economics of the Universitas Trisakti high was 27 people and the high was 16 people, with the desire to recommend this program to juniors, colleagues or family 23 people means very high and 20 people answered high.

4. CONCLUSION

The Tracer study provides information on the graduates of the Universitas Trisakti Doctoral Studies in Economics who are competing in the job market. University in its educational process, has implemented the Indonesian National Qualifications Framework program to improve the quality and quantity of its human resources. The results of this tracer study, are above average, so in line with the goals of the government and its university. This is due to the outcomes of the type of competence of 54.75 percent very high and 45.25 percent high. Achievement of attitude is 65.35 percent (very high) and 34.65 percent (high), general skill is 60 percent (very high) and 40 percent is high, specialized knowledge is 47.09 percent (very high) and 52.91 percent high, knowledge of

40.47 percent (very high) and 59.53 percent is high. However, the university still needs to improve the highly dominated and soft skills of its alumni, as well as to cooperate with alumni and industry to develop its curriculum. In further research, it is preferable to conduct a more in-depth analysis on each item of learning access to knowledge, general skills, special skills and attitudes.

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