

# Development of Soft Skills for Vocational Students Based on Pesantren

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**Abstract.** Education is an attempt to form a good body and soul personality. Not only mastering science and technology. But also the important thing is knowledge and recognition of the students themselves. Many people are busy with competition but forget about their identity, with religious teachings. Emphasis on soft skills is important by introducing students' identities. In terms of student character, there are aspects that need to be developed, specifically soft skills. Soft skills are an important aspect of student academic success and at work. This study describes the soft skills that need to be developed for vocational school-based students. Based on data collected 100% respondents argued that hard work is very important to be developed in students. Apart from that, other characters include honesty, discipline, sociability, hard work, love of work, leadership, competitive, regular life, and the ability to sell ideas.

**Keywords :** soft skills, vocational students, pesantren.

## 1 Introduction

Character education which is arranged systematically will have a positive effect on academic achievement [1]. Education is one of the factors that determine and influence social change. Through education, it is hoped that it can produce the next generation with strong character to accept the baton of the nation's leadership [2].

To produce the next generation with strong character, proper character education is needed. Proper character education will produce strong human resources in dealing with various problems.

In industry, psychology plays a major role in the human resource division (HRD). HRD is a part that focuses on human resources as the core element driving the organization. This section is tasked with ensuring that human resources in the company are the right people to perform tasks in order to achieve organizational goals [3].

An organization consists of people and its success depends mainly on the capabilities of its human resources. Human capital then becomes a fundamental component for every company. The quality of human resources greatly affects the results that can be achieved by the company. This occurs in both service and manufacturing companies and others. in

terms of methodology, systems, facilities, components etc. and trying to select workers who are technically prepared and able to perform the tasks they are employed [4]

Various research disciplines, such as Psychology, Education, Management, Human Resources Information Systems have studied the concept of competence. Various researchers have provided different definitions over the years and have caused ongoing debate [5]. In today's world of education, competence is needed, especially in measuring the output and results of the learning process. In the sense that competence is considered as a key word in education today [6]. Competence as a basic characteristic of a person, which results in effective performance and excellence in work [7] [8].

To develop human resources, one of them is vocational students. Vocational students are human resource assets that must be trained and given education in order to have good character. Character is a skill for students. Character can also be associated with a competency that vocational students need to have. Student competencies consist of hard skills and soft skills. Hard skills relate to one's technical abilities. Meanwhile, soft skills are related to a person's self-management, interpersonal and self-ability to respond to everything that happens to him and his environment.

Pesantren in Indonesia have been Muslim educational institutions since the sixteenth century. A pesantren in contemporary Indonesia usually consists of a pondok (boarding house) and a school during the day. Pesantren are very shaping environments for children and adolescents. Whereas learning in madrasah students spend two thirds of each day in a dormitory environment (Pondok Pesantren) [9]. Currently, pesantren are also establishing schools by equipping their students with skills, namely pesantren-based vocational schools.

In vocational schools based on Pesantren, students generally live in dormitories (Pondok Pesantren) for religious schools and vocational schools. Students learn general knowledge and skills from 07.00 to 14.00, and the rest study religion and various activities at the Pondok.

Based on interviews with several Pondok Pesantren caregivers, 40% of vocational school graduates go on to college, 40% to industry, 10% entrepreneurship, 10% want to be unemployed or do not work for 1 year. This phenomenon is certainly a new problem in vocational education. That vocational school graduates are not accepted to work in industry but with their personal desires not to work.

This article aims to describe the importance of developing soft skills in vocational students based on Pesantren.

## **2 Methods**

This research is quantitative descriptive. The data collected used interviews with teachers and principals in vocational schools based on pesantren. The data analysis used descriptive analysis to describe the soft skill emphasis on vocational students based on Pesantren (Islamic boarding schools).

## **3 Results**

Based on the results of the interview, the difference in subjects in the Islamic boarding school-based vocational school curriculum is the Culture of the Islamic Boarding School (Pesantren Culture), this culture includes the study of fiqh, the Qur'an and hadith, the Arabic language, hafidz (memorizing the Qur'an). In general, what distinguishes regular

vocational schools from vocational schools based on Pesantren is the application of 30-40% character, 40% productive, and 20% adaptive.

in the implementation of learning, several schools apply that all students live in the dormitory and some do not. In vocational schools that do not require students to board, around 20% of those who live in boarding houses come from outside the city.

Based on data collected from 17 vocational schools based on student softskill pesantren that need to be developed, namely honesty, discipline, sociability, hard work, love of work, leadership, competitive personality, regular life, and the ability to sell ideas. The importance of soft skills that need to be developed for vocational students based on Pesantren is shown in Figure 1.



**Fig. 1.** The percentage of soft skills that need to be developed for vocational students based on Pesantren

Based on research, 94.1% of respondents think that honesty is very important to be developed and 5.9% think it is important to be supported by Islamic religious education subjects and Pancasila and Civil Education (PPKN).

As many as 82.4% thought that discipline is very important for character development and 17.6% thought that an important disciplinary attitude needed to be developed with the support of practical workshop subjects, PPKN, religious education, extracurricular activities.

As many as 58.8% thought that sociability is very important and 41.2% thought it was important to be developed, supported by entrepreneurship, PPKN and extracurricular subjects in schools. Students are also required to have a hard working character. 100% of respondents assume that the character of hard work is very important in the process of developing student character. With the support of practical workshop / subject of expertise.

In carrying out an activity, activity, or student assignment also requires a character who loves his job first. Because loving the work we live for will maximize the results later. as many as 70.6% of respondents thought that the character of loving work was very important and 29.4% thought that the character of loving work was important to be developed, supported by entrepreneurial subjects, productive / subject of expertise.

Having a leadership spirit is also able to develop the character of vocational school students, as many as 70.6% of respondents think leadership character is very important, 23.5% think it is important, and 5.9% think leadership character is quite important to be developed supported by practical subjects, Student Organization Inside School (OSIS), and extracurricular (scout).

As many as 70.6% of teachers thought that competitive personality traits were very important to be developed and 23.5% percent thought it was important to be developed by being supported by entrepreneurial and productive activities or subjects.

Regular life is also needed in developing character, as many as 88.2% of respondents thought that organized life was very important and 11.8% thought it was important to develop students' character. Supported by religious and productive / subject of expertise. 2.9% of respondents thought the ability to sell ideas was very important in developing character and 47.1% thought it was important, supported by entrepreneurial and creative productive subjects.

Education is an effort to form a good body and soul personality. Not only mastering science and technology. But also the important thing is knowledge and recognition of the students themselves. Many people are busy with competition but forget about their identity, with religious teachings. Emphasis on soft skills is important by introducing students' identities. With the existence of a vocational school based on Pesantren, students not only have knowledge of technology but are equipped with religious knowledge which actually leads to better change. With the provision of religion, science and technology students tend to have innovation, independent spirit, and compete with others. Because in the teachings of Islam, everything will be accounted for during his lifetime. Of course, if students are aware of this, there will be no more students who want to be unemployed when they graduate from school, and try to work well.

#### **4 Conclusions**

Education is an effort to form a good body and soul personality. Not only mastering science and technology. But also the important thing is knowledge and recognition of the students themselves. Many people are busy with competition but forget about their identity, with religious teachings. Emphasis on soft skills is important by introducing students' identities. With the existence of a vocational school based on Pesantren, students not only have knowledge of technology but are equipped with religious knowledge which actually leads to better change.

Based on data collected 100% respondents argued that hard work is very important to be developed in students. Apart from that, other characters include honesty, discipline, sociability, hard work, love of work, leadership, competitive, regular life, and the ability to sell ideas.

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