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# RELEVANCY OF GRADUATES LAND TRANSPORTATION VOCATIONAL EDUCATION COMPETENCY TO EMPLOYER RESPONSIBILITY

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## Abstract

Employees with Automotive Safety Engineering background in a period of 4 years, from 2015 to 2018 who are placed at the Land Transportation Management Center, but how much is the suitability of the competence of the Education graduate to the *technical skill* aspect according to the employee's job description. This research aims to determine the suitability of the competencies obtained by Automotive Safety Engineering graduates to aspects of *technical skills* according to the job description of employees in BPTD. The procedure used in this research is descriptive analytic with a quantitative approach. Information obtained using a survey using a questionnaire using a Likert ratio is Strongly Not Appropriate (STS), Not Appropriate (TS), Less Appropriate (KS), Appropriate (S), Very Appropriate (SS). The results of the research show that the competence of Automotive Safety Engineering graduates in the *technical skill* aspect is appropriate 70.09%, very suitable 16.36%, less suitable 10.01%, The ability of the technical compatibility of the Machine Automotive PKTJ Tegal with the job description to the employee in BPTD Very Inappropriate 2.20%, and not Suitable 1.34%. Overall, if the total results obtained from Appropriate and Very Appropriate are 86.45%, while those that are Strongly Not Appropriate, Not Appropriate and Less Appropriate if combined are 13.55%.

**Keywords:** *competency suitability; technical skills; land transportation; BPTD*

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## I. INTRODUCTION

In government, employee performance is very much determined how the placement of employees in the positions and functions of each State Civil Apparatus (ASN), the level of assessment, achievement and performance results in each ASN cannot be separated from the ability of the ASN itself. While the ultimate goal of the government work unit is to provide the best service for the community in accordance with the duties, responsibilities and functions of the government work unit, so that the skills of employees certainly cannot escape the education factor, both at the academic level and the level of competence and skills of the graduates themselves.

Land Transportation Management Center is a government work unit which has the task and function to carry out planning, development, supervision and control and guidance in the field of land transportation. This government work unit is one of the work units directly under the Directorate General of Land Transportation of the Ministry of

Transportation of the Republic of Indonesia. Currently, the implementation of BPTD's duties and functions aims to improve services to the public using land transportation in the work area, this of course requires the ability of employees to achieve these goals. This will not be realized if the employee's performance does not increase in carrying out obligations in accordance with the roles and functions that have been given to each employee. In improving employee performance, of course, several employee abilities are needed, including *technical skills*.

## II. LITERATURE REVIEW

### A. Compatibility of Graduates' Competence to the World of Work

The relevance or suitability of official education is not only caused by the existence of a gap between "supply" and "demand" alone but can also be

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caused by curriculum content that is not compatible with the demands of the world of work, advances in science and technology and economic progress [14].

The need for functional power exists through vocational education that trains and guides students to be able to work in a specific part of the activity, resulting in a desire for labor availability. *Education for life and education for earning living* describe 2 (two) designs that cannot be separated clearly [7].

"Profile and Relevance of Graduates of the Mechanical Engineering Education Department with Work Needs" states the relevance of graduates to the competencies needed by graduates of Bachelor of Education Department of Mechanical Engineering Education, Faculty of Engineering, Yogyakarta State University (JPTM FTUNY) shows that most graduates work in the mechanical engineering industry according to the relevance of graduates of the competencies required by the world of work reached 88 percent. More graduates work in the industrial sector [4].

"Competency of Diploma 3 Mechanical Engineering Students and Relevance to the World of Work" that student competence is good with the percentage of basic mechanical engineering subject competency of 72.2% (good), and automotive field competency of 82.7% (good). While the relevance of the world of work for graduates is obtained by 46% of graduates who work, 26% of graduates become technicians, and the relevance of the field of work with majors during college is 60.9% so that it can be relevant to the world of work [16].

"Relevance of Competency of Graduates of Diploma III Mechanical Engineering, Jakarta State University with the World of Work" conveyed that the relevance of competence of students graduating from Diploma III of Mechanical Engineering, State University of Jakarta with the world of work was obtained that student competence in aspects technical skills was included in the quite relevant category, namely 56, 7%, but there are still 5.3% irrelevant and 1.2% highly irrelevant graduates. employability skills Very Need 55.2%, but there are those who show 1.2% is Very Not needed. The relevance between graduates and the world of work or industry is quite relevant with a relevance percentage of 59% [12].

"Implementation of the *Tracer Study* Application in the Mechanical Engineering Department during the COVID-19 Pandemic" are (1) Not all learning methods play a major role in the three Mechanical Engineering study programs, (2) The type of company where you work that has a close relationship with the field is a government agency (including BUMN), private companies and

entrepreneurs, (3) The competitiveness of UNESA alumni is high when they get their first job, and (4) Competencies when graduating are required such as English, internet skills, knowledge of disciplines, research skills, and working with culture different [2].

From some of the research results submitted, it can be seen that the results of each graduate study from several study programs directly related to the automotive world are stated to be still very relevant to the industrial world, this means that study programs related to the world of machinery or automotive are still very relevant in terms of in terms of aspects of technical skills but for the world of government but for job opportunities it is still less attractive and less research has been carried out related to this.

## B. Position Map and Description of Position Activities

Minister of Transportation Regulation No. PM 56 of 2017 concerning Position Map and Description of Types of Position Activities within the Technical Implementation Unit of the Directorate General of Land Transportation of the Ministry of Transportation, in Article 1 Paragraph (2) the job map and description of the types of activities of the Technical Implementing Unit within the Directorate General of Land Transportation of the Ministry of Transportation are listed in Appendix I to Appendix IV. In this study, the job map used is the identification map of the position that is directly related to the Automotive Safety Engineering Study Program located at BPTD Type A [15].

Based on these phenomena above the researchers conducting this study with the following objectives: (1) Knowing how big the suitability of technical skills (*technical skills*) graduates from the Engineering Automotive Safety on the job descriptions of employees in BPTD, (2) know the duties of employees of engineering skills (*technical skill*) graduates from Automotive Safety Engineering are the highest, and the lowest order.

## III. RESEARCH METHODOLOGY

((1) inserting information into the information list (information file), (2) making a frequency list or cross tabulation, (3) sorting out information, the technical descriptive statistical analysis used in this research is through an estimate of the mean or average (m) to measure the mean, median (me) and mode (mo) tendencies. To express information using

tabulations and depictions in the form of diagrams. In a more specific way, the competence of the alumni in this research is observed from the perspective of *technical skills* [8].

This research is descriptive analytic research, the suitability descriptions describe the technical skills graduates DIV Engineering Automotive Safety against uarian and BPTD tasks. In this study, 33 respondents were all graduates of the Automotive Safety Engineering DIV from 2015 to 2018 who served in BPTD throughout Indonesia by utilizing a *tracer study* conducted by PKTJ Tegal. Of the 25 BPTDs throughout Indonesia, 13 (thirteen) BPTDs throughout Indonesia have employees who come from graduates from the Automotive Safety Engineering Division of PKTJ Tegal.

The suitability of the competencies of the Automotive Safety Engineering DIV graduates to the descriptions and tasks at BPTD can be observed from the respondents' responses. This research uses a quantitative approach, by means of a survey by distributing questionnaires, but this is due to limitations with the *COVID-19* pandemic so that researchers distribute questionnaires using *Google Forms* so that *online* questionnaires can be filled out by respondents.

To get appropriate and inappropriate answers from the total presentation of perceptions obtained, they are grouped into 2 (two) namely (1) Incompatible groups, namely the sum of the presentation values of Very Incompatible (STS), Not Appropriate (TS) and Less Appropriate (KS) answers. (2) the appropriate group, namely the addition of the number of presentations of appropriate (S) and very suitable (SS) answers.

The questions in the questionnaire are in accordance with the job descriptions in BPTD as many as 21 questions whose assessment uses a Likert scale with an assessment of the numbers 1,2,3,4, and 5 Likert scales used, namely the ordinal scale where if the respondent's perception is Very Inappropriate (STS) number 1, Not Appropriate (ST) number 2, Not Appropriate (KS) number 3, Appropriate (S) number 4, and Very Appropriate (SS) number 5.

The steps taken are as follows; (1) The first step is the job description of employees at BPTD are grouped into one group according to the needs of technical skills (*technical skills*) that are in accordance with the competencies expected of the graduates of the Automotive Safety Engineering DIV., (2) the second step, after obtaining each group of tasks employees at BPTD are then prepared to ask questions according to the tasks of the BPTD employees who have been grouped, (3) The third

step, is to circulate the questionnaire via *Google Form*, (4) the fourth step, the respondent fills out the questionnaire via *Google Form*, (5) the fifth step, the results of the respondent's answer entered in the table, (6) the sixth step, the data that has been obtained is collected again in accordance with the existing questions, (7) the seventh step, the number of answers to each question is divided by the number of respondents times 100, it will get the percentage of each respondent's perception on each item that exists, and (8) the eighth step, after obtaining the percentage of each item according to perception, then the total percentage is totaled, then the total percentage is obtained, then the number is divided by the number of questions multiplied by 100 (one hundred) to get the total presentation of each perception, in this way the presentation of each respondent's perception will be obtained which will then be the final result of the exercise. survey data.

## IV. RESULTS AND DISCUSSION

### A. Results

From the curriculum document, it is known that the Automotive Safety Engineering DIV Study Program has a vision to become an Excellent Study Program in Transportation Safety in the field of Automotive Engineering Technology by 2025 in Southeast Asia, while its missions are as follows: (1) Establishing Human Resources for road transportation safety in the field of Automotive Engineering Technology and Motor Vehicle Operations who fear God Almighty and have excellent, professional and ethical attitudes and performance, (2) Organize vocational education in the field of quality and innovative Automotive Engineering and Motor Vehicle Operations Technology in accordance with scientific developments and the latest technology, (3) Carrying out applied research in the field of quality and innovative Automotive Engineering and Operational Technology at the national, regional and international levels, and (4) Carrying out active community service and products active and play an active role in building networks with the world of work.

The objectives of the Automotive Safety Engineering DIV Study Program are as follows; (1) Realization of human resources who have noble character, national character, and have excellent, professional and ethical attitudes and performance, (2) Realization of competent and professional human resources with expert qualifications in Automotive Engineering Technology and Motor Vehicle

Operations, (3 ) The realization of the quality of human resources who have achievements, and are able to be competitive in the world of work and in society, (4) The formation of *soft skills* and *hard skills* for students, (5) The implementation of transparent and accountable education services based on information technology, ( 6) Availability of quality educational support facilities and infrastructure, (7) Implementation of research activities that are able to contribute to campus policies, land and public transportation, (8) Implementation of scientific activities on a local, national and international scale, (9) Implementation of activities useful and efficient community service for sustainable institutions and the general public, and (10) The realization of a harmonious and sustainable cooperative and partnership relationship with the world of work

Graduate profiles and descriptions of graduates are as follows; The expected graduate competency standards from the Automotive Safety Engineering DIV study program are as follows: (1) Motor vehicle engineering manager, applied bachelor of automotive engineering technology in coordinating and optimizing the optimization of abilities possessed, in the form of facilities, infrastructure, or resources and able to avoid damage by think of a maximum automotive maintenance system, including: *Planning, Organizing, Actuating and Controlling*, (2) motor vehicle body designer (Engineering, Researcher), Bachelor of Applied Automotive Engineering Technology in engineering

system design using *design software* .to solve problems in the automotive and transportation industries which produce safe vehicle technology that is easy but has advantages, (3) technopreneurs, applied graduates of Automotive Engineering Technology in developing entrepreneurship and giving birth to businesses in the field of engineering. interconnected business aspects such as vehicle repair and maintenance businesses and transportation businesses, (4) traffic accident and road transport investigators, applied graduates of automotive engineering technology in collecting, processing, analyzing, and presenting information in an analytical and fair manner for the identification of disaster triggers. especially accidents so that accidents do not occur with similar triggers, and (5) transportation safety management system expert, applied graduate of automotive engineering technology in document preparation, implementation and internal audit of road transportation safety management system.

The results of a *tracer study* issued by the Tegal Road Safety Polytechnic in 2019 showed that there were 99 graduates from the Automotive Safety Engineering DIV until 2018; these graduates worked in several government, BUMN and private institutions. According to the results of the *tracer study of the graduates* of the Automotive Safety Engineering Division of the PKTJ Tegal, data were obtained as presented in table 1:

**Table. 1** *Tracer Study* of TKO study program from 2015 to 2018

No	Workplace	Amount	(%)
1	Ministry of Transportation	11	11,11
2	Ministry of Law and Human Rights	1	0,01
3	Ministry of Labor	6	6.06
4	BPTD	14	14,14
5	Prov./City/Regency Department of Transportation	43	43,43
6	PT. Pertamina	3	3,03
7	Perum PPD	7	7,07
8	Trans Jakarta	2	2,02
9	Trans Jogjakarta	1	0,01
10	PT. Elnusa	4	4,04
11	TBBM Pertamina	1	0,01
12	PT. PPLI	1	0,01
13	PT. HIBA	1	0,01
14	Entrepreneur	1	1,01
15	No workplace yet	3	3,03

Source: PKTJ Tegal

Data on employee job descriptions at BPTD based on the Regulation of the Minister of Transportation No. PM 56 of 2017 concerning Position Map and Description of Types of Position Activities within the Technical Implementation Unit of the Directorate General of Land Transportation of the Ministry of Transportation, in Article 1 Paragraph (2) the job map and description of the types of activities of the Technical Implementing Unit within

the Directorate General of Land Transportation of the Ministry of Transportation are listed in Appendix I to Appendix IV, the identified positions that are directly related to the Automotive Safety Engineering Study Program located at BPTD Type A are found to have 21 *technical skills*. The following is a description of the job description carried out by BPTD based on existing regulations:

**Table. 2** *Technical Skills* according to employee job descriptions at BPTD

No	Employee Job Description
1	Know the field of work.
2	Carry out evaluation of road transportation facilities
3	Carrying out inspections of the feasibility of road transportation facilities
4	Carry out technical supervision of road traffic facilities and infrastructure
5	Carry out technical supervision of motor vehicle testing
6	Prepare materials for coordination and optimization of human resources in the field of maintenance of road transportation facilities
7	Carry out a survey of the body industry in the work area
8	Carry out technical supervision of the body industry
9	Prepare problem solving documents in fulfilling vehicle eligibility
10	Carry out vehicle inspections in accordance with specified standards (vehicle dimensions)
11	Carry out vehicle inspections/vehicle design using safe vehicle technology
12	Carry out inspection of technical completeness documents at each road transportation company (Transportation of people/buses, and transportation of goods)
13	Evaluating safety standards for each company in the related business fields, including repair and maintenance of vehicles and road transportation businesses
14	Conducting an inventory survey of safety facilities on public transport
15	Conduct a survey of locations prone to road transportation accidents
16	Collecting data on the causes of accidents
17	Identify and analyze the causes of road transportation accidents
18	Collecting data on road transportation companies that already have implementation documents and internal audits of road transport safety management systems
19	Doing document inspection, implementation and internal audit of road transport safety management system
20	Prepare reports on document inspection, implementation and internal audit of road transport safety management system
21	Carry out tasks according to the orders given

Source: PM No. 56 Year 2017

From the data processing of the survey results of respondents' answers to *technical skills* that are included in the types of aspects of administrative work and field work in accordance with the

Regulation of the Minister of Transportation number PM 56 of 2017 carried out by BPTD, it can be seen in Table 3.

**Tabel. 4** The results of employees' perceptions of *technical skills* according to job descriptions at BPTD

No	Employee Job Description	STS	TS	KS	S	SS
1	Know the field of work.	-	-	15.38	66.67	17.95
2	Carry out evaluation of road transportation facilities	-	-	7.69	87.18	5.13
3	Carrying out inspections of the feasibility of road transportation facilities	-	-	15.38	66.67	17.95

4	Carry out technical supervision of road traffic facilities and infrastructure	-	2.56	10.26	71.79	15.38
5	Carry out technical supervision of motor vehicle testing	-	2.56	20.56	64.10	12.82
6	Prepare materials for coordination and optimization of human resources in the field of maintenance of road transportation facilities	2.56	5.13	23.08	48.72	20.51
7	Carry out a survey of the body industry in the work area	2.56	2.56	25.64	48.72	20.51
8	Carry out technical supervision of the body industry	2.56	2.56	12.82	64.10	17.92
9	Prepare problem solving documents in fulfilling vehicle eligibility	2.56	-	2.56	82.05	12.82
10	Carry out vehicle inspections in accordance with specified standards (vehicle dimensions)	-	-	-	56.41	43.59
11	Carry out vehicle inspections/vehicle design using safe vehicle technology	2.56	-	-	64.10	33.33
12	Carry out inspection of technical completeness documents at each road transportation company (transportation of people/buses, and transportation of goods)	-	2.56	2.56	58.97	35,90
13	Evaluating safety standards for each company in the related business fields, including repair and maintenance of vehicles and road transportation businesses	5.13	2.56	12.82	79.49	-
14	Conducting an inventory survey of safety facilities on public transport	5.13	-	2.56	76.92	15.38
15	Conduct a survey of locations prone to road transportation accidents	5.13	-	23.08	53.85	17.95
16	Collecting data on the causes of accidents	5.13	-	5.13	79.49	10.26
17	Identify and analyze the causes of road transportation accidents	2.56	2.56	5.13	66.67	23.08
18	Collecting data on road transportation companies that already have implementation documents and internal audits of road transport safety management systems	2.56	2.56	7.69	82.05	5.13
19	Doing document inspection, implementation and internal audit of road transport safety management system	5.13	2.56	10.26	66.67	15.38
20	Prepare reports on document inspection, implementation and internal audit of road transport safety management system	2.56	-	7.69	87.18	2.56
21	Carry out tasks according to the orders given	-	-	-	100	-

Source: research results, 2021

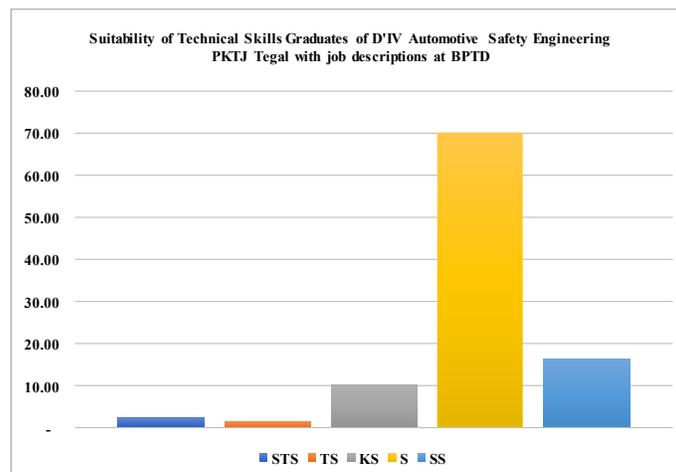
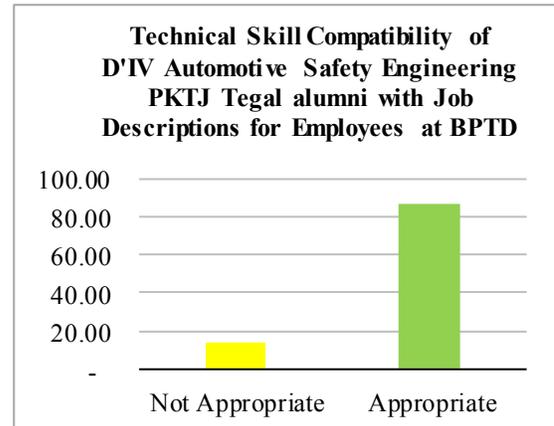


Figure 1 Graph of the suitability of Technical Skills *in* accordance with the job description in BPTD

## B. Discussion

The highest level of conformity for each item in the job description at BPTD with *technical skills* graduates from the DIV PKTJ Tegal Automotive Safety Engineering study program, namely Carrying out vehicle inspections in accordance with specified standards (vehicle dimensions) and carrying out tasks in accordance with the orders given at 100%, Carrying out inspections vehicles/vehicle design using vehicle technology that is safe by 97.44%, Compiling problem solving documents in fulfilling vehicle eligibility and carrying out inspections of technical completeness documents at each Road transportation company (Transportation of People/Bus, and Transportation of Goods) amounting to 94.87% , while for the lowest and appropriate, i.e. Preparing materials for coordination and optimizing human resources in the field of maintenance of road transportation facilities and Carrying out a survey of the car body industry in the work area by 69.23%. For the highest level of non-compliance for each item in the job description at BPTD with *technical skills* graduates from the DIV Automotive Safety Engineering PKTJ Tegal study program, namely Carrying out vehicle inspections/vehicle design using safe vehicle technology by 2.56%, then compiling problem solving documents in compliance vehicle eligibility and Carry out inspection of technical completeness documents at each Road transportation company (Transportation of People/Bus, and Transport of Goods) by 5.23%, and the third lowest that is not appropriate, namely Carrying out evaluation of road transportation facilities and Conducting an inventory survey of safety facilities on transportation general by 7.69%.

From Figure 1, we can see, those who answered Very Disappointingly with the *technical skills* of BPTD employee job descriptions were 2.20%, Not Appropriate at 1.34%, Not Appropriate at 10.01%, and Appropriate at 70.09% and Very According to 16.36%, while in general, the need for *technical skills* in accordance with the job description at BPTD shows that 86.45% *technical skills* / job descriptions for BPTD employees are in accordance with the competencies of graduates of the Automotive Safety Engineering DIV PKTJ Tegal study program, while not appropriate at 13.55% of this is shown in Figure 2. This identifies that the job descriptions of employees at BPTD are still in accordance with the *technical skills* of the graduates of the Automotive Safety Engineering Division of PKTJ Tegal.



**Figure 2** Graph of % conformity of *technical skills* of DIV TKO graduates to job descriptions at BPTD

## V. CONCLUSION

Thus, based on the results of employees' perceptions of *technical skills* in each job description at BPTD, a percentage value of 86.45% is obtained while those that are not appropriate are 13.55% based on the level of % of the largest discrepancy is compiling coordination materials and optimizing human resources in the field of transportation facilities maintenance. the road is 53.85% and the most appropriate is to inspect the vehicle according to the specified standard (vehicle dimensions) of 100%.

Based on data processing and data analysis of survey results on the suitability of competencies of graduates of the Automotive Safety Engineering DIV study program (*technical skills*) according to the job descriptions of BPTD employees, it was found that the appropriate was 70.09%, Very Appropriate at 16.36%, less suitable at 10.01%, Strongly Not Appropriate at 2.20%, and Not Appropriate at 1.34%, but overall if the total results obtained are from appropriate and very appropriate if totaled 86%, while those that are very inappropriate, inappropriate and less appropriate when added up by 14%. This identifies that the job descriptions of employees at BPTD are still in accordance with the *technical skills* of the graduates of the Automotive Safety Engineering Division of PKTJ Tegal.

From these results it can also be said that the need for graduates of the Automotive Safety Engineering DIV study program is still very much needed to carry out employee duties in accordance with the job descriptions of employees at

BPTD. This research can be developed by finding out how much need for graduates of the Automotive Safety Engineering DIV Program

PKTJ Tegal to fulfill the number of employees who carry out tasks in accordance with the job descriptions of employees at BPTD.

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