

THE STRATEGY OF LINK AND MATCH BETWEEN HIGHER EDUCATION QUALITY AND THE DEMAND FOR THE NEED OF JOB FIELD TO PRODUCE QUALIFIED HUMAN RESOURCES ¹⁾

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Abstract

The global era has brought the consequences and important change to the development especially in developing technology and the change of human behavior. Entering the early millennium, the main challenge being faced is the competition in free trade which is getting tighter. One of the obstacles being faced to increase the competition power is how to intensify the creativity, innovation, and independent spirit which is the main focus in forming the competition power. In accordance with this case, it is necessary to create the Human Resources with a wide perspective, possessing constructive vision and mission, full of creativity and innovation. To get the chance and to face the challenge as well as to anticipate the future, the efforts to create the Human Resources must be aimed to master competence in each field which in turn, is much needed to be able to compete in whether national or international level. In order to create the qualified Human Resources that is suitable to the need of industry / field of job, so it is necessary to apply the role of link and match between the quality of higher education and the demand for the need of job field. To create the qualified Human Resources, it requires the ability of mastering skills and knowledge and attitude to do the work in the office, consequently the work productivity is high and able to face the chance and challenge. In facing the competitive global life, hopefully the process of education can develop the ability to compete, to develop creative and innovative attitude and always try to increase the quality.

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Preface

Nowadays, the people are more selective in choosing the high education that is only the qualified high education which will be their choice. To be the qualified one, the high education should always try to apply the whole potential owned, so that it will not lose in the competition and able to face the challenge in the future. The needs of labors, mostly require the ability to master skill and knowledge as well as the attitude that will support to do the work in the work place, so that the productivity of the work is high and able to face the chance and challenge.

In reality, a lot of graduates of high institutions are difficult to find their jobs or cannot work well as hoped. This case is caused that the job field requires the candidates of the employees to have their skills that were not learnt while they were going the formal education.

One of the roles of high education will function as the medium between the world of education and the world of labor. Concerning with this case, it is necessary to try to apply the realization of link and match between the quality of the result of education and the demand for the needs of job field, so it can face various chances and challenges. That program is suitable to be applied in high education which is always oriented to the demand for the need and having the network, that it is necessary to try continually to produce the graduates, that are able to gain the job, and able to work with high productivity.

The New Paradigm of the National Education

To form the new Indonesian society, that is the common Indonesian people should need the various new paradigms. Basically, the paradigm of the new national education must be able to develop the people's behavior in order to answer the local and global challenge. That paradigm is supposed to form the united and democratic Indonesian people. So does in facing the competitive and innovative global life, it is hoped that process of education can develop its ability to compete in collaboration, to develop the innovative attitude and always willing to develop the quality. So that the paradigm of the new education is hoped to be able to develop the diversity to create the united Indonesian society upon the diversity of the Indonesian people and nation.

The new paradigm of the national education should be included and described in various national education development programs gradually and continually. The actualization of the national education with the new position and paradigm in making the new Indonesian society, requires some basic principles as follows:

- 1. The participation of the society to run the education (community based education)
- 2. Democratization of the educational process
- 3. Professional education resource
- 4. Sufficient support resource (Tilaar, 2000:22)

In relation with educational democratization, among others, there observation of the programs in their various stages, so that the centralized and rather difficult curriculum need to be re-observed in accordance with the need of society. Obviously, as a united country needs the national curriculum, nevertheless, the national curriculum is not strict and hopefully, it can give enough space for the decentralized curriculum to fulfill the needs of the local society.

The Decentralization of Education Implementation

The decentralization of the implementation of education in territory will give direct implication in composing and deciding the curriculum which is now centralized and make things difficult for the students. And so is the decentralization of education needs an articulation in all kinds of education beginning from kindergartens to colleges and it is aimed at the need of the development of nature and human resources in the territory. Hence, the accountability of education needs to be created in every educational institution. In this relationship, the expected education is an efficient education, i.e. the education which the goal is to make every member of society get high achievement in accordance with the skill which has been developed by himself.

Furthermore, it should be realized that decentralization can not change to be democratization by itself. The experience in other countries shows that the democratization can also result in the strength of a power system of the central government.

That is why the key of the implementation of the decentralization is full participation of the society member from the grass root. Because of that the members of the society that stand alone can be developed, can achieve the record for the development of the society themselves, local society, and furthermore in the larger society, i.e. the provincial society and inter-provinces or national society.

Technically, the case like this in the educational field can be managed through the national curriculum arrangement that contains the basic instruction, then the real content is included in the curriculum which is implemented in each autonomous region. The national curriculum is still needed as we live in the united nation. The problem is how far the national curriculum does not tie down the educational autonomy in the region as an institution, because the education that loses its autonomy will lose its creativity and innovation.

Eventhough education decentralization is not easy to accomplish, but it is parallel with the democratic movement in human life, so the education decentralization will bring effect toward the curriculum, administration efficiency, income and education institution, and even distribution. Decentralization of education is not everything when it is not followed by the effort of improvement on various related fields. Every region has its own need based on the standard of living in that area. The development of the regional culture is something absolute, because education will not exist without any culture. Parallel with the development of the local culture, education functions to develop the students' attitude as a member of national unity.

Thus, one of the education tasks in the decentralization process is to develop the national culture, because without national culture it is impossible to grow up a national education. The decentralization of education will strengthen the growth of the healthier and more obvious national consciousness, because it is based on the cultural riches or local education. From the strong individual, the national individual which possesses the quality of the national culture can be developed.

Increasing the Quality of Education

The increase of the education quality is the condition to accelerate the realization of democratic society because democratic society needs an independent society member. That is why the preamble of the constitution of 1945 (UUD 1945), emphasizes our desire for realizing the educated society, and the educated society can only be produced through the qualified education. In accordance with this contact, the qualified education is not only the education which only develops the academic intelligence, but it is necessary to develop the entire spectrum of human intelligence that covers various culture aspects. The formal education does not only develop the scholastic intelligence but also the emotional intelligence, interpersonal, and intra-personal intelligence, etc. The national education system should give the broad chance for the development of intelligence spectrum.

Besides that, the main key in improving the education quality is the quality of the teachers. In this relationship, not only a basic reformation of the teaching staff, but also the

reasonable reward for the teaching profession should be balanced, as it is applied in the other developed industrial countries.

In addition, the global life in the open world with the free trade and regional cooperation need qualified personnel. The qualified human being, is the man who can compete positively. In the competition, the individual quality is needed that the work or product which is produced can be competitive, it means that it can push upon the better and better quality. The good quality that is getting better can only be created by the man who has competitive ability. The ability to compete is produced by the conducive to produce the competitive individual.

The competitive society or individual who can be cooperative, pushed by the innovative attitude as the new paradigm of various countries in the world. An educational system may produce developing thinkers, but if they are not innovative their thinking ability will be meaningless in the mutual life.

Later on, the global life will produce global culture, and nowadays we can see that the global culture has begun to overwhelm the unlimited global life. In connection with that case, one of the national education tasks is developing the students' identity in order to be proud to become the civilized Indonesian people with full of self-confidence that entering the education global life is not merely producing the educated and civilized human being.

There are many factors that determine the quality of education stage besides the availability of the teachers who have an obvious vision and mission, professional teaching staff, and the society who participate

actively in their education development. The quality improvement in the reformation era is not only able to answer the internal challenge but also the global challenge. To answer the internal challenge like the united nation development should also be included in the education program. In this relationship, the reformation of the implementation and management of the national education is the same direction with the tendency to the decentralization of education and the local society participation are needed. In this relationship, the education responsibility is getting harder and larger, this case demands the reconsideration of the vision and mission of the education in order to realize the open and democratic Indonesian society.

Link and Match

The quality of education refers to the quality of process and output, but the efficiency is the optimum output of the education with the reasonable costs. The efficiency of education is related to the management and professionalism. One of the efforts to improve the education relevance is the existence of the link and match of the education program with the need requirements; i.e. among others is the need of job field. In another word, the discretion of "link and match" involves one of the strategies to increase the relevance of national education.

Link has the meaning of the existence of the linkage, the link between connection of interaction, while match means correspond or match. Link and Match are basically connected and corresponding with the necessity. One of the necessities which is

considered important development is the need of job field. That is why link and match education is the link and match of educational program with the need of job field. Link refers to the process, it means that the educational process should be balanced with the need. So, the concept of link and match is basically, "supply and demand" (Depdikbud: 1993).

Concerning with this matter, one of the elements in the education process is curriculum or study program, so that the link should appear in the curriculum or in the study program and its match with the qualification needed by the job field. The students of high education need the existence of link and match education to prepare the students in fulfilling the job field needed.

The link and match of the specialist education program or the skill with the kind of job, can be developed in two kinds of approaches. The first approach is the skill which is related with the academic/theoretical knowledge with the integrated implementation in the specific education in them the national curriculum load, with the intention to strengthen the knowledge, attitude and the academic capability of each subject of the specific educational program in relation with job qualification. The second approach, related with the practice skill, implemented separately with the aim of gaining the motor capability relating to the job implementation. Practice means the content of study material in the kind of capability and practice skill in relation to the kind of job implemented in a specific way through an extra curricular activity or practice / apprenticeship.

To Face the Demand for the Need of Job Field

The global challenge directly gives the new chance to the Indonesian people to be able to live continuously and even improve their quality of lives. The challenges are among others the technology development that moves rapidly, computer technology in particular, the birth of the democratic life which is getting brighter, the confession of the human right, gender problem, and the new economical life data after the Asia overcame its crisis. In answering the tendencies, a new kind of education is needed to be able to give the correct solution upon the birth of the local culture. Developing the innovative attitude should become the topic and the main agenda in the national education because it is only the innovative nation that can take the purpose of the global life. The necessity needed nowadays is the innovative and productive attitude, in finding out the new invention for the welfare and the betterment of life of the human being. That case is one of the main agenda of the national education for the third millennium. The centralized curriculum, the controlled management and implementation have produced the educational output, i.e. Robot man without any initiative.

In the education reformation era, we are facing two demands at once. The first is the society demand to the low education quality and still irrelevant to the demands upon the society development. Nowadays, the national education is facing a problem in entering the global era, i.e. the open global era. In this case, the ability of our nation is still insufficient in making the cooperation and competition with other nations. Secondly, the

problem should be overcome at once in the effort to increase the quality of the Indonesian people.

The high education offers academic and/or professional program, and the function of high education program as an institution, is preparing qualified human resources or professional scholars. To reach that, the vision of high education must be included into the curriculum or high education mission which is the facility to realize the vision. The curriculum of the education institution nowadays is supposed to be able to interpret the mission and vision of the education institution as it is demanded in the reformation era.

The vision and mission of the education institution entering the global era has two dimensions, i.e. something that is in connection with the globalization and localism. In the local dimension, the vision of high education is supposed to have elements as follows:

1. Accountability
2. Relevance
3. Quality
4. Institutional autonomy
5. Cooperative network autonomy

Where as in the global dimension, the vision has three aspects, they are:

1. Competitive
2. Quality
3. Cooperative network (Tilaar, 2000:110)

The various aspects of the educational institution vision, each of which is described in the mission or program to be realized. The unlimited world with full of challenges and chances must be faced as the reality by the

educational institution. By offering the reliable program of the international stage that the educational institution can both aromatize the nation and country and take the other advantage. By having the global competitive power of education, it is not necessary to spend more budget to get the knowledge which has been accumulated by the educational institution in other countries. In addition, by offering the internationally reliable program, so the international cooperation program with the neighboring countries will be formed, that it can realize and improve the international cooperation and peace. Besides that, the competitive educational institution will give contribution to the development of world civilization in the development of knowledge.

Closing

The given wide opportunity in the autonomy of educational institution, has positive points for the development of the educational innovation and the existence of the educational program, which is appropriate for the local society need. The development of institutional autonomy at the educational institution level demands the innovative educational management. In this relationship the aid and cooperation from the education stake holder itself, i.e. the students' parents, industries/public services which have educational institution, experts, executors of the educational sub-system are needed. It does not mean that the autonomy of the educational institution is disintegrated or taking no responsibility for the education from the stake holders, but the existence of the institutional autonomy will speed up the

quality improvement by means of mutual cooperation among the institutions with the obvious vision and mission and approved together. This is the task of the education management in Indonesia as one of the components to realize the Indonesian civil society. Education without culture will produce robot without any objective and it will produce human without culture or uncivilized society.

To create qualified Human Resources, it requires the ability of mastering the skill, knowledge, and the attitude that support in accomplishing the work in the workplace that working productivity is high and able to face the chance and the challenge. In facing the competitive global life, it is hoped that the education process can develop the ability to compete, the creativity and innovative attitude, and always tries to improve the quality. Besides that, the education accountability is necessary to be created in every educational institution, i.e. the education which can use every society member to be able to get high achievement in accordance with the ability which has been developed in their own minds.

The Human Resources that have a certain quality can only be produced through the education which has a certain quality. In this relationship, the education with a certain quality is not only the education which develop academic intelligence, but it is also necessary to develop creativity and innovation.

The educational system which oriented towards link and match needs to adjust its educational structure of all strata with the competence standard which is required by the industrial job field, which is then will be

used as the basis for the identification of educational need, for arranging curriculum, skill test, and certification. Hoping that by means of this system, high quality Human Resources can be created and can have the competitive superiority, meets the competence standard and admitted by the industry/job field.

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