

The Relationship Between On the Job Training Flight Operation Officer and Job Readiness

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Abstract

On the Job Training Flight Operation Officer Relationship with Job Readiness. In this study there are two variables X (On the Job Training Flight Operation Officer), variable Y (Job Readiness) at PT Citilink Indonesia in Cengkareng City. The purpose of this study is to measure the relationship between, On the Job Training Flight Operation Officer PT Citilink Indonesia in Cengkareng City and job readiness of Indonesia Aviation Academy Banyuwangi (APIB) Cadets. The sampling technique in the study was carried out with the Solving formula with a sample of 38 cadets D-III Aircraft Operations Indonesia Aviation Academy Banyuwangi at PT Citilink Indonesia in Cengkareng City. Data analysis uses the pearson product moment correlation test which is used to test independent variables and dependent variables. Based on the results of data analysis using the pearson product moment method, a value of 0.881 with a significant value of 0.000 is less than 0.05 which means it has a very high and significant relationship between, On the Job Training Flight Operation Officer and job readiness. So, it can be concluded that On the Job Training Flight Operation Officer is very closely and significantly related to job readiness.

Keywords: *On the Job Training; Flight Operation Officer; Job Readiness.*

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A. INTRODUCTION

The Indonesia Aviation Academy Banyuwangi (APIB) is one of the official vocational universities under the auspices of the Indonesia Ministry of Transportation. One of the Study Programs at APIB is Diploma III in Aircraft Operations (D-III OPU) where Flight Operation Officer (FOO) is one of its competencies. FOO is a personnel appointed by an airline to carry out operational tasks to prepare a flight from the origin airport to the destination airport safely, comfortably and efficiently (Sugiarti et al., 2020).

The students are equipped with subjects both in theory and practice. As for outside the academy, namely through On the Job Training (OJT). On the Job Training is training that places prospective workers in actual job conditions, under the direction and supervision of experienced employees (Lubis, 2021). According to Sukarni (Dewi et al., 2014) there are several indicators that need to be considered to measure On the Job Training experience, namely knowledge, skills, work attitudes, creativity, and work discipline. OJT FOO activities are taken for one semester with a duration of six months at PT Citilink Indonesia. PT Citilink Indonesia is a low-cost airline operating in Indonesia. Citilink is a subsidiary of Garuda Indonesia, Indonesia's national airline. The airline was established in 2001 and started its commercial operations in 2009.

Job readiness according to Andreas and Damian (Rosara et al., 2018) is the condition of a person who has the ability to do a job in accordance with a predetermined goal. Job readiness is a process to achieve a goal that involves the development of student work which includes attitudes, values, knowledge and skills (Firdaus, 2012), Job readiness is also an ability that must be possessed by students to be able to work immediately after graduating from school without requiring a time-consuming adjustment period (Dirwanto, 2008). The aspect of mastery of theory determines a person's ability to perceive information in the form of phenomena that occur. Similarly, mastery of practical skills makes a person able to carry out and complete tasks well (Sugihartono et al., 2007). According to Fitriyanto (Rosara et al., 2018), Indicators of students who have job readiness are that these students have logical and objective considerations, have the ability to work together, are able to control emotions, have a critical attitude towards situations.

Based on the description that has been explained, there is a relationship between OJT FOO and job readiness, therefore the author raises the problem as a research topic with the title "The Relationship between On the Job Training Flight Operation Officer and Job Readiness".

B. METHOD

In this study using correlational quantitative approach method. Correlational research is a type of research that studies the relationship of two or more variables. The degree of relationship of the variables is expressed in terms of correlation coefficients. The correlation coefficient can be used to express the magnitude of the relationship between the two variables (Prayitno et al., 2023). This study aims to determine the relationship between OJT FOO and job readiness. The relationship between these two variables will be expressed by the size of the correlation coefficient and statistical significance (Putri & Afrita, 2020). In this study there are two variables X (On the Job Training Flight Operation Officer), variable Y (Job Readiness).

The population in this study was cadets of the D-III OPU APIB Study Program which amounted to 84 people. The sampling method in this study used the Slovin formula with an error rate of 12%, obtained a total of 38 samples. Data collection is done through questionnaires provided online using Google Form. A questionnaire is an approach to collect information indirectly, a questionnaire contains a number of questions or statements that respondents must answer (Prayitno et al., 2023). The instrument used for this study used a questionnaire with Likert Scale measurements. The Likert scale is a scale used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena (Sugiyono, 2014).

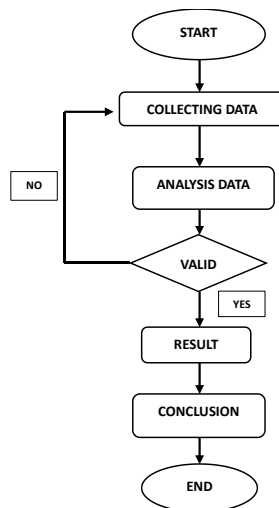


Figure 1. Flowchart Study

The location used for the research is at PT Citilink Indonesia. The time of this study starts on January 8, 2023 until June 30, 2023. Data processing and analysis in this study uses the help of a data processing program, namely SPSS (Statistical Program for Social Science) version 25. The analysis to be carried out is as follows:

1. Descriptive Statistical Analysis

Descriptive statistics is an analytical technique that describes research data. This method aims to provide an overview of phenomena related to research variables through data that has been collected (Ghozali, 2018). In using a questionnaire with Likert scale measurements with each question the highest score is 5 and the lowest score is 1, then:

Range: (highest score – lowest score)/score range

: $(5 - 1)/5$

: $4/5 = 0,8$

Table 1. Average Rating Table

Average score	Criteria
1,00 – 1,80	Very low
1,81 – 2,60	Low
2,61 – 3,40	Medium
3,41 – 4,20	High
4,21 – 5,00	Very high

2. Validity Test

The validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the question items or statements on the questionnaire are capable of revealing something that the questionnaire will measure (Ghozali, 2018).

3. Reliability Test

Reliability tests are used to determine the consistency of measuring instruments on questionnaires, meaning whether the measuring instrument will get consistent measurements if the measurements are repeated again. The instrument is said to be reliable if the value of Cronbach Alpha ≥ 0.6 (Priyatno, 2014).

4. Normality Test

The normality test is a test to see whether the data that has been collected has a normal distribution or not. This statistical test uses the Kolmogorov-Smirnov test (Priyatno, 2014).

5. Linearity Test

The linearity test is used to determine the linearity of data, that is, whether two variables have a linear relationship or not. Two variables are said to have a linear relationship when the Linearity significance value < 0.05 (Priyatno, 2014)

6. Correlation Test

The correlation test is used to know and measure the strength of the relationship between two variables. Direction is expressed in the form of a positive or negative relationship, while strong or weak relationship is expressed in terms of the magnitude of the correlation coefficient (Sugiyono, 2014).

Table 2. Interpretation of the Correlation Coefficient

Coefficient Interval	Relationship Rate
0,00 – 0,19	Very Weak
0,20 – 0,39	Weak
0,40 – 0,59	Medium
0,60 – 0,79	Strong
0,80 – 1,000	Very Strong

Source: Sugiyono, 2014

The formulation of the hypothesis for correlation testing can be seen as follows:

Ho: There is no relationship between OJT FOO and Job Readiness.

Ha: There is a relationship between OJT FOO and Job Readiness.

C. RESULT AND DISCUSSION

1. Results of Descriptive Statistical Analysis

The purpose of descriptive analysis is to provide an overview of research variables through data that has been collected. The following are the results of descriptive statistical analysis on each variable:

Table 3. Results of Descriptive Statistical Analysis of Independent Variables

Statement	Min	Max	Mean	Description
X.1	2	5	4,16	High
X.2	2	5	4,08	High
X.3	2	5	3,95	High
X.4	2	5	4,21	Very High
X.5	2	5	4,05	High
X.6	2	5	4,32	Very High

The table above shows that the X.6 statement (Saya mematuhi aturan dan kebijakan yang berlaku) that is, the indicator of work discipline has the highest average of 4,32. The Data shows that respondents believe that the work discipline indicator is the most important indicator that affects OJT FOO.

Table 4. Results of Descriptive Statistical Analysis of Dependent Variables

Statement	Min	Max	Mean	Description
Y.1	2	5	4,08	High
Y.2	2	5	4,00	High
Y.3	2	5	4,26	Very High
Y.4	2	5	4,26	Very High
Y.5	2	5	4,21	Very High
Y.6	2	5	4,21	Very High

The table above shows that the statement Y.3 (Saya mampu bekerja sama dalam tim dan berkomunikasi dengan baik dengan rekan kerja) and Y.4 (Saya selalu berkoordinasi dengan rekan kerja) that is, the indicator of the ability to work together has the highest average of 4,26. The Data showed that respondents believe that the indicator of the ability to work together is the most important indicator that affects job readiness.

2. Validity Test Results

The validity test is used to measure whether a questionnaire is valid or not. This study used the OJT FOO (X) and the job readiness (Y) with 12 statements that must be answered by respondents. Here are the validity test results on all questionnaire statements:

Table 5. Validity Test Results

Statement	r value	r tabel	Description
X.1	0,840	>0,320	Valid
X.2	0,801		Valid
X.3	0,917		Valid
X.4	0,855		Valid
X.5	0,860		Valid
X.6	0,804		Valid
Y.1	0,875		Valid
Y.2	0,881		Valid
Y.3	0,893		Valid
Y.4	0,919		Valid
Y.5	0,900		Valid
Y.6	0,875		Valid

Based on the table above, all statement items are declared valid, because all statement items have a calculated r value greater than the r table.

3. Normality Test Results

Reliability tests are used to determine the consistency of measuring instruments on questionnaires, meaning whether the measuring instrument will get consistent measurements if the measurements are repeated again. Here are the results of the normality test that has been carried out:

Table 6. Reliability Test Results

Variable	Cronbach Alpha	Description
OJT FOO	0,921 \geq 0,6	Reliable
Job Readiness	0,948 \geq 0,6	Reliable

Based on the table above, all statement items in the questionnaire have a Cronbach Alpha of ≥ 0.60 , so it can be stated that the research instrument is considered reliable.

4. Linearity Test Results

The linearity test is used to determine the linearity of data, that is, whether two variables have a linear relationship or not. Two variables are said to have a linear relationship when the Linearity significance value < 0.05 . The following are the results of the linearity test that has been carried out:

Table 7. Linearity Test Results

ANOVA Table		
		Sig.
Job Readiness * OJT FOO	(Combined)	.000
	Linearity	.000
	Deviation from Linearity	.910

Based on the table above, the Linearity significance value of $0.000 < 0.05$, it can be stated that the two variables have a linear relationship.

5. Correlation Test Results

Correlation analysis is used to know and measure the strength of the relationship between two variables. The following are the results of the correlation test that has been carried out:

Table 8. Correlation Test Results

Correlations			
		OJT FOO	Job Readiness
OJT FOO	Pearson Correlation		.881*
	Sig. (2-tailed)		.00
	N	3	3
Job Readiness	Pearson Correlation	.881*	
	Sig. (2-tailed)	.00	
	N	3	3

Based on the table above, it shows that the results of the correlation test on OJT FOO with job readiness have a very strong and significant positive correlation, this can be shown by a correlation value of 0.881 and a significance value of $0.000 < 0.05$.

After descriptive statistical analysis and correlation analysis with the help of the SPSS analysis program version 25, an overview of each variable and correlation coefficient with significance values was obtained.

Based on the results of descriptive statistical analysis, 38 respondents believe that the work discipline indicator is the most important indicator that affects OJT FOO

as evidenced by the work discipline indicator having the highest average of 4.32, and the ability to work together indicator is the most important indicator that affects job readiness, evidenced by the ability to work together indicator having the highest average of 4.26.

Based on the results of the correlation analysis that there is a positive and significant correlation between OJT FOO and job readiness. This is indicated by a correlation value of 0.881 with a significance value of 0.000, this is in line with research conducted by Lestari & Siswanto (2015) that OJT has a significant relationship with job readiness, therefore H_0 is rejected and H_a is accepted, which means that there is a relationship between OJT FOO and job readiness.

D. CONCLUSION

The work discipline indicator is the most important aspect that affects OJT FOO, as evidenced by an average of 4,32. The indicator of the ability to work together is the most important aspect that affects job readiness, as evidenced by an average of 4,26. There is a positive and significant relationship between OJT FOO and job readiness, this is shown by the correlation coefficient resulting in a correlation value of 0.881 with a significance level of $0.000 < 0.05$.

This research will contribute to the theoretical understanding of the relationship between OJT FOO and job readiness. Through quantitative approaches and valid statistical analysis, this research can expand existing knowledge and provide a foundation for advanced research in this field.

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