DESIGNING PERFORMANCE MEASUREMENT MODEL OF ALIGNMENT BETWEEN VOCATIONAL EDUCATION AND LABOUR MARKET THROUGH ALIGNMENT INDEX (Case Study : SMKN 5 Surabaya)

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Abstract

Human resource development can not be separated with the role of educational development. One of the problems of education is the mismatch between the output from the world of education (supply side) with the world of work (demand side) thereby reducing the absorption rate of graduates. For that reason, performance measurement model of alignment that can measure the alignment between education and labour market is needed.

Designing performance measurement model of alignment produced the formula of Alignment Index (AI). Alignment was conducted on the four dimensions of quantity, quality, location and time. AI represented that the absorption rate of graduates in the labour market. Data needed for the implementation of the model was derived from tracer study by phone.

Based on the implementation of model in SMKN 5 Surabaya, the calculation of AI for the first quarter since the graduation in 2009 at East Java Province level (0,57) will be greater than the AI at the national level (except East Java) (0,1449). The results were consistent across each period. It can show that more graduates were absorbed in local area (East Java). Initial Hypothesis stated that AI will be greater if the AI
have longer measurement time. However, in reality, AI at East Java Province level for the fourth quarter since graduation in 2009 (0,5463) is smaller than the second quarter since the graduation in 2009 (0,5749). This is caused by the existence of a number of graduates who become unemployed after a year working with the system of contract and outsourcing.

Key word: Alignment Index (AI), Performance Measurement of Alignment, Tracer Study, Vocational Education