

**MANAGEMENT OF INDUSTRIAL WORK PRACTICES
MOTORCYCLE BUSINESS AND TECHNICAL COMPETENCIES IN
SINT JOSEPH VOCATIONAL SCHOOL, CENTRAL JAKARTA**

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ABSTRACT

Management of industrial work practices (*industrial work practices*) in the field of motorcycle technical and business competencies at SMK Sint Joseph, Central Jakarta, 2023". The problem that occurs at the Sint Joseph Vocational School today is the low level management of internship management both in planning, implementation and evaluation at Sint Joseph Vocational High School. To improve the management of internship management need to be analyzed.

Based on the results of the analysis of testing the hypothesis that it is proven that internship planning (X^1) influences internship evaluation (Y) and there is a relationship between Internship Planning and Prakerin Evaluation. At a correlation coefficient of 0.850, it means that the closeness of the correlation between the Prakerin Planning and Prakerin Evaluation variables is 0.850 or very strong. Likewise the implementation of internship (X^2) affects the evaluation of internship (Y) and there is a correlation between the implementation of internship and internship evaluation (Y). The correlation coefficient number is 0.888, meaning that the closeness of the correlation between the variables of Prakerin Implementation and Prakerin Evaluation is 0.850 or is included in the very strong criteria.

Likewise, apprenticeship planning (X^1) and apprenticeship implementation (X^2) affect apprenticeship evaluation (Y), there is a correlation between apprenticeship planning (X^1) and apprenticeship implementation (X^2) with Prakerin Evaluation (Y). The regression coefficient on the Prakerin Planning variable (X^1) is 0.398 and is positive, meaning that the Internship Planning variable has increased by 1 point significantly, and the other independent variables have a fixed value. Then the Prakerin Planning variable will increase the value of the Prakerin Evaluation variable by 0.398. The regression coefficient on the Internship Implementation variable (X^2) is 0.532 and is positive, meaning that the Internship Implementation variable has increased by 1 point significantly, and the other independent variables have a fixed value.

Keywords: *Planning, Implementation and Evaluation of Industrial Work Practices*

1). *UKI Postgraduate MPd Alumni*

2). *MPd UKI Postgraduate Professor*

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Introduction

The role of education in increasing the capacity and quality of Resources Human Resources (HR) who are ready to compete in the world of work are very influential especially to contribute to development in order to improve the standard Indonesian people's lives. One of the efforts made to improve people's standard of living and community dignity pursued through education. The problems of national education faced by the Indonesian nation is the low level of relevance, in addition to quality issues, equity, efficiency, and effectiveness of education are an integral part inseparable. Every graduate of an educational institution, both formal and non-formal will plunge into society or the world of work and face the real world

with all the demands and prerequisites needed to be able to play role properly (Alfin H., cs., 2020:80).

Data from the Central Bureau of Statistics record that the unemployment rate The highest open is the community of high school graduates (SMA) and vocational high schools (SMK) by 10.66 percent and 10.43 percent. Unemployment of elementary school graduates (SD) and below increased by 3.56 percent from the position of February 2013, 3.37 percent. Unemployed high school graduates first (SMP) reached 8.37 percent, an increase from February 2013 of 7.83. Ministry of Education and Culture Secretariat General of Data Center and Education and Culture Statistics released data for 2017/2018 at Indonesia already has 13,710 Vocational High Schools of 26.67% public schools and 74.33% private schools (Center for Data and Statistics Education, 2018).

Vocational education is education that is expected to students can get a job directly, according to competency skills learned during education. This matter in accordance with the objectives of SMK to prepare students to be direct either work independently or find existing job openings in the Business World/Industry World as a suitable workforce competency skills learned during the education level at vocational education programs. The purpose of vocational education according to Thorogood in Ganefri (2013:7) mentions that vocational education aims to: (1) provide provisions skills that are in demand in the community, so that it can support economic life, (2) help students obtain and maintain the job he wants, (3) encourage productivity economically regionally and nationally, (4) encouraging the growth of trained personnel to sustain economic and industrial growth, and (5) encourage community quality improvement. (Fauziah., cs. 2020:17)

The purpose of Internship according to the Directorate of Middle School Development Vocational (Dit. PSMK, 2008) are:

1. Producing a workforce that has professional skills (with knowledge, skills and work ethic in accordance with the demands employment)
2. Strengthen linkages and agreements (link and match) between school and the world of work.
3. Generate efficiencies in the education and training process for the workforce professional quality.
4. Give recognition and appreciation of work experience as part of the educational process.

According to the regulation of the Minister of Education and Culture of the Republic of Indonesia number 323/U/1997 article 2 describes the importance of Industrial Work Practices (*industrial work practices*) as following: 1) Improving the quality and relevance of vocational education through roles and Partner Institutions (PI), 2) Producing graduates who have knowledge, skills and work ethic in accordance with the demands of employment, 3). Producing graduates who have the knowledge, skills and attitudes become the basis for self-development in a sustainable manner, 4) Give recognition and appreciation of work experience as part of the educational process, 5) Increase the efficiency of the implementation of vocational secondary education through the utilization of existing educational resources in the world of work.

The success of the Industrial Work Practice Program is also influenced by its presence the guidance process carried out by the supervising teacher and supervisor field. The role of the supervisor here is to direct students in achieve optimal work results. The problem that schools are experiencing in preparing for the current Internship implementation is that there is difficulty getting partner institutions or the world of business and industry (DUDI) for the practice of students.

Identification of Research Problems

Based on the background of the problem above, the researcher identified some problems as follows:

1. Students experience difficulties in applying practical material competency skills that have been learned and applied in the industry.
2. The prakerin (*industrial work practices*) that has been carried out has not been fully successful establish job readiness and recruitment processes for students.
3. Implementation of internship monitoring is not in accordance with the timetable It has been agreed between world of business and industry and the field of curriculum.
4. Planning has not been prepared properly according to expertise students in schools to carry out industrial work practice activities in the world of business and industry.
5. The prakerin planning process was not carried out properly before students will take part in the internship program.

Limitation of the Problem

The scope of this research focuses on internship planning, implementation of prakerin and evaluation of prakerin at SMK Sint Joseph, Central Jakarta

Problem Formulation

Based on the identification of the problem, the formulation of this research problem are as follows:

1. Is there a correlation between internship planning and internship evaluation at Sint Joseph Vocational High School?
2. Is there a correlation between apprenticeship implementation and prakerin(*industrial work practices*) evaluation at Sint Joseph Vocational High School?.
3. Is there a joint correlation between planning, implementation of prakerin (*industrial work practices*) with prakerin evaluation

Research Objectives

Based on the formulation of the problem, the objectives to be achieved in this study to determine the management of the Internship Program Industry in the Field of Motorcycle Engineering and Business Competence at SMK Sint Joseph. The details of the research problem formulation are for:

1. Knowing the correlation of internship program planning with evaluation Motorcycle Engineering and Business competency internship at SMK Sint Joseph, Central Jakarta.
2. Knowing the correlation between the implementation of the prakerin (*industrial work practices*) program and the evaluation Motorcycle Engineering and Business competency internship at SMK Sint Joseph, Central Jakarta.
3. Knowing the correlation together between planning, implementation of apprenticeship with evaluation of expertise competency prakerin (*industrial work practices*) Motorcycle Engineering and Business at SMK Sint Joseph, Central Jakarta.

Definition of Management; According to Hersey and Blanchard (2018), management is special abilities and skills to perform an activity, either. Together with other people or through other people in achieving goals organization. In an organization really need management and to achieve a goal must use good management.

Management is human resources and natural resources effectively to achieve the desired organizational goals. Whereas in educational activities, management can be interpreted as planning, organising, implementing, monitoring and in-depth evaluation activities carried out by education managers to form participants quality education in accordance with the objectives. Husaini Usman (2014, p.7) describes management in a broad sense is the planning, implementation and control of organizational resources to achieve goals effectively and efficiently. Management is a systematic and cooperative process in efforts to utilize existing resources, in order to achieve the goals that have been established effectively and efficiently.

Thus it can be understood that management is a typical process consisting of planning, organizing, nimplementation, monitoring and evaluation carried out by the

management organizations to achieve common goals by empowering resources human and other resources.

Industrial Work Practices (*PRAKERIN*) at SMK Secondary education is education organized for continue and expand basic education and prepare learners become members of society who have the ability to establish relationships reciprocity with the social environment, the nation and the surrounding nature as well develop further capabilities in the world of work or education high (Law No. 2 of 1989 Chapter V article 5 paragraph 1 in Irwanto, 2004). Vocational Secondary Education is education at a level secondary education that prioritizes the development of student abilities to carry out certain types of work (PP No. 29 of 1990 Chapter I article 1 paragraph 3, in Irwanto, 2004). The objectives of the Vocational High School are listed in the 1994 SMK curriculum are as follows:

1. Preparing students to enter the workforce as well develop a professional attitude
2. Prepare students to be able to choose a career, be competent and able to develop themselves
3. Preparing a middle-level workforce to fill the world's needs industry now and in the future.

Purpose of Industrial Work Practices (*PRAKERIN*)

Industrial work practice is an educational program vocational education by involving the business world and the industrial world, in the context of develop student competencies as described above, then the purpose of industrial work practices according to the Ministry of National Education (2008), the purpose of Internship is as the fulfillment of competence according to the demands of the curriculum, implementation competency into the world of work, and the growth of work ethic. Whereas according to Indra Djati Sidi, the objectives of the apprenticeship are more elaborated as follows:

1. Producing a workforce that has professional expertise, namely labor work that has the same level of ability, competence, and work ethic according to job demands.
2. Improving and strengthening linkages and equivalences (link and match) between educational institutions and vocational training with the world Work.
3. Increasing the efficiency of the education and training process for the workforce professional quality.
4. Give recognition and appreciation of work experience as part of the educational process

Industrial Work Practice (*PRAKERIN*) is a compulsory school program . Given the importance of the program, it is necessary good management/management of the implementation of Internship, so that the results are in accordance with the expected goals. According to Mulyasa (Eling Damayanti, 2014: 102), Internship management can be interpreted as everything something related to the management of industrial work practice processes for achieve the goals set, both short term goals, medium term, as well as long term goals. Industrial work practice management is the process of planning, organizing, and evaluating activities learning programs in schools and in the industrial world through training and learning in order to improve the competency skills possessed student.

The goal of industrial work practice management is that students are prosecuted to have the ability and willingness to work as well as have the skills in work, so that by holding industrial work practices students can keep abreast of current and future global economic developments come.

From the several explanations above, this study draws conclusions to see management or Internship management which can include stages stage; planning process, implementation process, and evaluation process. In The following will explain in more detail about the planning, implementation, and evaluation ,

Research Methodology

The research method used is descriptive research with quantitative approach. According to Wagiran (2014: 133) descriptive research is research that aims to describe systematically and accurate facts and characteristics regarding the population or regarding the

field certain. This type of research used is quantitative research. According to Nana Sudjana (2012:6) states that a quantitative approach is research approach in answering research problems requires careful measurement of the variables of the object that is researched, in order to produce conclusions that can be generalized.

The research sample, according to Sugiyono (2017:81), is part of the sample of the number and characteristics possessed by the population. Measurement sample is a step to determine the size of the sample taken in conducting research on an object. The population in this study amounted to 35 people consisting of:

Table 1. Research Subjects

No	Research Subjects	Total
1	Productive Teacher	10 people
2	Assistant Teachers	10 people
3	DUDI Supervisors	5 people
4	Advisors DUDI	5 people
5	School Structure	5 people
	Total:	35 samples

In this study the researchers only focused on planning Industrial Work Practice (*prakerin*) implementation that affects the *prakerin* evaluation. Refer to the description above, the framework of work practice management research Motorcycle Engineering and Business Competency Field Industry can described in chart form as follows:

Research Constellation.

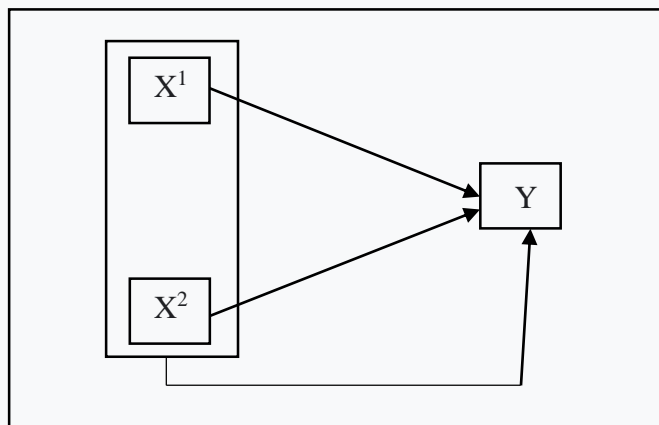


Figure 1. Thinking Framework Pattern Chart

Information:

Y : Industrial Work Practice (*Prakerin*) Evaluation

X₁; Internship Planning

X₂: Implementation of Internship

Research Hypothesis Formulation

Based on the explanation or description of the theoretical framework above, you can the research hypothesis is formulated as follows:

1. Ha₁; There is a correlation X₁ to Y
2. Ha₂; There is a correlation X₂ to Y
3. Ha₃; There is a correlation X₁, X₂ together with Y

Results and Discussion

Multiple Linear Regression Analysis X_1 and X_2 against Y

Multiple linear regression analysis is an analysis that used to measure the strength of the relationship between two or more variables, also shows the direction of the relationship between the independent variables and the variables dependent (Ghozali, 2018). The following is the result of linear regression analysis double presented in the table below.

Table 2. Multiple Linear Regression Results

Coefficients ^a					
Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	Std. Errors	Beta		
1 (Constant)	7,004	3,259		2,149	,039
Planning Prakerin	.398	.171	.339	2.337	.026
Implementation Prakerin	.532	.129	.598	4.119	.000

a. Dependent Variable: Prakerin Evaluation

Based on the results of multiple linear regression analysis in the table above, the regression model is obtained as follows: $\hat{Y} = 7.004 + 0.398X_1 + 0.532X_2$

Hypothesis Testing

Hypothesis testing is used to find out whether there is the influence of the independent variables on the dependent variable either in a positive way partial or simultaneous, and how much influence the independent variables have in the regression model. In this study using test analysis multiple linear regression to predict how big the influence between Internship Planning and Internship Implementation towards Prakerin Evaluation. The calculation of this test was carried out with the help of SPSS 25, as for the results of the test the hypothesis is divided into two namely simultaneous test using f and test partial by using the t test. The following are the results of the test hypothesis.

Table 3. Simultaneous Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2095.140	2	47.570	72.335	.000 ^b
	Residual	463,432	32	14,482		
	Total	2558,571	34			

a. Dependent Variable: Evaluation Prakerin

b. Predictors: (Constant), Internship Implementation Prakerin, Internship Planning Prakerin

Based on the table above, information on the significance value of the test is obtained $0.000 < 0.05$ and the F_{count} value is $72,335 > F_{table}$ is $3,284$ which meaning that the independent variables are in the form of Internship Planning and Implementation Internship

has an effect on the dependent variable Prakerin Evaluation. With thus it can be concluded that there is a significant influence simultaneously from the independent variables in the form of Internship Planning and Implementation of Internship on the dependent variable in the form of Prakerin Evaluation

Table 4 Partial Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Errors	Beta		
1 (Constant)	7,004	3,259		2,149	,039
Planning Prakerin	.398	.171	.339	2.337	.026
Implementation Prakerin	.532	.129	.598	4.119	.000

a. Dependent Variable: Prakerin Evaluation

b. Independent Variabel: Planning Prakerin, Implementation Prakerin

Based on the results of the t test, which is presented in the table above, information is obtained as follows:

1. The Internship Planning Variable has a significance value of 0.026, this value is smaller than 0.05. As for t count obtained a value of 2,337 > ttable (2,036) then variable Internship Planning influences the Internship Evaluation variable. So that the first hypothesis, H1: variable Prakerin Planning partially significant effect evaluation variables Prakerin "accepted".
2. The Internship Implementation Variable has a significance value of 0.000, this value is less than 0.05. As for t count obtained a value of 4,119 > ttable (2,036) then variable

The implementation of Internship has an effect on the Prakerin Evaluation variable. So that the second hypothesis, H₂: Variable of Prakerin Implementation partially significant effect on evaluation variables Prakerin "accepted"

The coefficient of determination of X₁ and X₂ with respect to Y The coefficient of determination is used to measure how far model in order to explain the variance of the dependent variable (Ghozali, 2018). The coefficient of determination is between zero and one. If the coefficient number determination is getting closer to 1, then the influence of the independent variables to the dependent variable is getting higher. The following is the result coefficient of determination (R²) presented in the table below.

Table 5 Results of the Coefficient of Determination

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimates
1	,905 ^a	.819	.808	3.806

a. Predictors: (Constant), Implementation of Prakerin, Internship Planning

Based on the test results of the coefficient of determination above, the value of R²

(Adjusted R Square) of the regression model is used to determine how much the ability of the independent variable (independent) in explaining the variable bound (dependent). Based on the table above it is known that the value of R^2 equal to 0.808 this means that 80.8% variation of the dependent variable Prakerin evaluation can be explained by the variation of the two independent variables namely Internship Planning and Internship Implementation. As for the rest of (100% - 80.8% = 19.2%) influenced by other variables outside this research

The coefficient of determination of X_1 to Y

Table 6/ Results of the Coefficient of Determination

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimates
1	,850 ^a	.723	.714	4.636

a. Predictors: (Constant), Internship Planning

Based on the test results of the coefficient of determination above, the value of R^2 (R Square) of the regression model is used to determine how much ability independent variable (independent) in explaining the dependent variable b(dependent). Based on the table above it is known that the value of R^2 as big 0.723 this means that 72.3% variation of the dependent variable Evaluation Prakerin can be explained by variations of the two independent variables namely Internship Planning. While the rest is (100% - 72.3% = 27.7%) influenced by other variables outside of this study

Table 7. Results of Regression Analysis X_2 against Y

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Errors	Beta		
1 (Constant)	8,313	3,421		2,430	,021
Implementation Prakerin	.790	.071	.888	11.074	.000

a. Dependent Variable: Prakerin Evaluation

Based on the results of the simple linear regression analysis in the table above, the regression model is obtained as follows: $Y = 8.313 + 0.790X^2$

Where:

Y = Evaluation Prakerin

X = Implementation Prakerin of Internship

Based on the simple linear regression model above, information is obtained as follows.

1. The constant is 8,313 which means if there is no change on the value of the independent variable (Implementation of Internship) then the variable.
2. Dependent (Internship Evaluation) the value is 8,313.
3. The regression coefficient on the Prakerin Implementation variable (X) is 0.790 and positive meaning if the Prakerin Implementation variable experiences increase by 1 point significantly, then the implementation variable Internship will increase the value

of the Prakerin Evaluation variable of 0.790. By using a sample of 35, independent variable 1 and level real 5%, then we get a ttable of $(\alpha/2; n-k-1) = (0.025; 33) = 2.034$

Table 8 Partial Test Results

Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Errors	Beta		
1 (Constant)	8,313	3,421		2,430	,021
Internship Prakerin	.790	.071	.888	11.074	.000

a. Dependent Variable: Prakerin Evaluation

Based on the results of the t test, which is presented in the table above, information is obtained that the Internship Implementation variable has a significance value of 0.000, this value is less than 0.05. As for t count obtained a value of 11,074 > ttable (2,034) then the implementation variable Internship has an effect on the Internship Evaluation variable. So that the second hypothesis, H₂: the Variable of Implementation Prakerin has a significant effect partially to the “accepted” Prakerin Evaluation variable.

The coefficient of determination of X₂ to Y

Table 9. Results of the Coefficient of Determination

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimates
	1,888 ^a	.788	.782	4.055

a. Predictors: (Constant), Implementation of Internship

Based on the test results of the coefficient of determination above, the value of R² (R Square) of the regression model is used to determine how much ability independent variable (independent) in explaining the dependent variable (dependent). Based on the table above it is known that the value of R² as big 0.788 this means that 78.8% variation of the dependent variable Evaluation Prakerin can be explained by variations of the two independent variables namely Implementation of Internship. While the rest is (100% - 78.8% = 21.2%) influenced by other variables outside of this study.

Table 10. Value Results from the Correlation Coefficient

Correlations				
		Planning Prakerin	Implementation Prakerin	Evaluation Prakerin
Planning Prakerin	Pearsons Correlation	I	.855**	.850**
	Sig. (2-tailed)	.855	.000	.000
	N	35	35	35
Implementation Prakerin	Pearsons Correlation	.855**	I	.888**
	Sig. (2-tailed)	.000	.000	.000
	N	35	35	35
Evaluation Prakerin	Pearsons Correlation	.850**	.888**	I
	Sig. (2-tailed)	.000	.000	.000
	N	35	35	35

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the table above, information is obtained that on the relationship Planning Prakerin with Evaluation Prakerin obtained a significance value of 0.000 the value is <0.05 then H_0 is rejected and H_1 is accepted, which meaning that there is a relationship between Internship Planning Prakerin and Evaluation Prakerin. The correlation coefficient figure is 0.850, meaning the level the closeness of the relationship (correlation) between the Planning Prakerin variables and The Evaluation Prakerin is 0.850 or is included in the very strong criteria. On the relationship between Internship Implementation Prakerin and Evaluation Prakerin a significance value of 0.000 is obtained, the value is <0.05 , then H_0 rejected and H_1 accepted, which means there is a relationship between implementation Prakerin with Evaluation Prakerin. In the correlation coefficient figures of 0.888, meaning the level of closeness of the relationship (correlation) between variables Internship of Implementation Prakerin with Evaluation Prakerin is 0.850 or included in the very strong criteria

Conclusion

Based on the results and discussion in above, it can be drawn some conclusions as follows:

1. It is proven that internship Planning prakerin (X_1) affects internship Evaluation prakerin (Y) and there is a relationship between Internship Planning and Prakerin Evaluation. The correlation coefficient is 0.850, which means the level of closeness relationship (correlation) between Internship Planning prakerin and Evaluation prakerin variables is 0.850 or is included in the very strong criteria.
2. It is proven that the Implementation prakerin of internship (X_2) affects the Evaluation prakerin of internship (Y) and there is a relationship between Implementation Prakerin and Evaluation Prakerin (Y). The correlation coefficient is 0.888, which means the level of closeness the relationship (correlation) between the variables of Implementation Prakerin and Evaluation Prakerin is 0.850 or is included in the very strong criteria.
3. Proven internship Planning prakerin (X_1) and internship implementation prakerin (X_2) affect the Evaluation prakerin (Y) and there is a relationship between Planning prakerin (X_1) and Implementation prakerin (X_2) with Evaluation Prakerin (Y). Regression coefficient on the Planning Prakerin variable (X_1) of 0.398 and a positive meaning if the Planning Prakerin variable experienced an increase of 1 point significantly, and variable other independent fixed value. Then the Planning Prakerin variable will increase the value of the Evaluation Prakerin variable by 0.398. Coefficient regression on the Variable of Implementation Prakerin (X_2) of 0.532 and positive meaning that if the Implementation Prakerin variable has increased by 1points significantly, and other independent variables have a fixed value. So the Variable of Implementation Prakerin will increase the value of the Evaluation Prakerin variable Internship is 0.532

Implications

Based on the results of the research, the implications of this research are as follows:

1. Follow up the planning and implementation of Internship so that it has an impact positive towards the Prakerin evaluation at SMK Sint Joseph Jakarta.
2. Improving the planning and implementation of Internship so that management Prakerin can run effectively at Sint Joseph Vocational School.
3. If the planning and implementation of the internship does not go well, it will have a negative impact on the prakerin evaluation.
4. If the planning and implementation of apprenticeships are neglected, it will has a negative impact on the prakerin evaluation that affects nprakerin management at SMK Sint Joseph.
5. If the prakerin evaluation doesn't go well, it will have an effect on Internship management and completeness of students in completed internship at SMK Sint Joseph.

Recommendation

1. Sint Joseph Vocational School is suggested to provide opportunities for teachers productive to carry out internships in the industry in order to find out the needs of students in industrial development which includes stages planning and implementing Internship, so that it can answer the needs the skills of students while carrying out industrial internships.
2. The implementation of internship management at Sint Joseph Vocational School that complies the needs of students are supported by structured planning with well and the implementation is guided by the existing planning set. The planning and implementation of Internship is very influential on the success of internship management at Sint Joseph Vocational School.
3. Evaluation of Internship which is influenced by the planning and implementation of Internship needs to be improved in order to be able to find out the obstacles that occur during the Prakerin program takes place at SMK Sint Joseph. Evaluation will be useful as a follow-up process for improving prakerin management in particular the field of competence in Motorcycle Engineering and Business at Sint Joseph Vocational School.

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