



## Implementation Application MTPD Diploma III graduate Towards the World of Work

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### Abstract

Polytechnic Palembang River, Lake and Crossing Transportation is college tall services managed by the Ministry of Transportation below auspices of the Development Agency Transportation Human Resources. Polytechnic River, Lake and Palembang Crossing Transportation is the organizing polytechnic based education vocational, who are graduates expected Can direct implement knowledge in the world of work. System services applied to the Polytechnic with educate cadets to become graduates from Polytechnic River, Lake and Palembang Crossing Transportation is possible plunge direct into the world of work. For the Central Nursery Pattern it will be lifted become an ASN (Apparatus State Civil Service) at the Ministry of Transportation, meanwhile for non- nursery Cadets or pattern Independent, graduate the expected can accepted become an ASN, work for a State/Regional Owned Enterprise (BUMN/BUMD), Private Company nor self employed.

Based on Regulation of the Minister of Transportation Republic of Indonesia Number PM 6 of 2023 Concerning Organization and Work Procedures of the Management Center Land Transportation has formed 35 BPTD below Directorate General Land Transportation. Viewed day map Existing positions, Graduate Polytechnic River Lake and Palembang Crossing transportation is possible fill in positions at UPT/ crossing ports, river ports and lake ports consist of a minimum of 2,277 people from level analyst, planner and implementer. In the future HR needs are experienced development because of the 35 BPTDs formed, still many positions strategic ones yet filled

For the simplest Port class, 3 relevant positions are required with competence graduate of. The number of registered ports in Indonesia is 769 ports with a minimum of 3 relevant positions, then a minimum of 2,307 officers are needed Port operations in Indonesia

**Keywords:** MTPD, Personnel

## 1. Introduction

### 1.1 Background

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System services applied to the Polytechnic with educate cadets to become graduates from Polytechnic River, Lake and Palembang Crossing Transportation is possible plunge direct into the world of work . For the Central Nursery Pattern it will be lifted become an ASN ( Apparatus State Civil Service ) at the Ministry of Transportation , meanwhile for non- nursery Cadets or pattern Independent , graduate the expected can accepted become an ASN, work for a State/Regional Owned Enterprise (BUMN/BUMD), Private Company nor self-employed

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### 1.2 Formulation Problem

As for the formula writing problems study This as following:

1. How much big D-III Management graduate Lake and Crossing River Transportation absorbed in the world of work ?
2. What efforts are being made to ensure that MTPD D-III graduates are absorbed ? more many and needed by everyone line government and private companies ?

## 2. Research methods

### 2.1 Research Process Design

Research methods basically is method scientific For get data with goals and usage certain. For reach necessary goals needed relevant methods For reach desired goal (Sugiyono, 2015: 1 ).

### 2.2 Method of collecting data

For data collection in research This need some data viz includes secondary and primary data as well need approach related literature with writing Study This. Deep data collection frame preparation thesis This grouped become:

#### 1. Primary Data Collection

Data obtained in a way immediately, implemented with method survey field, with objective For know condition existing To use formulate problems that must be handled. Primary data required among others:

- a. Questionnaire via the Polytechnic website Palembang SDP Transportation .
- b. Observation direct performance Graduated from BPTD Class II South Sumatra

#### 2. Secondary Data Collection

This data obtained from Academic and Cadet Affairs related total graduates and placement alumni duties and inventory Existing port facilities and infrastructure throughout Indonesia

#### 3. Literature study

Literature study done with learn theories in books and references other in do approach theoretical and calculation in data analysis

## 3. Discussion

### 3.1 General description

Before transform become Polytechnic SDP Palembang transportation , form institutional previously is in the form of an Education and Training Center. At first institution This established based on results agreement cooperation financing between Government Republic of Indonesia and the Royal Government of Belgium through agreement The FTA-170 project was signed in Brussels Belgium on December 19 1979. After development facilities and infrastructure finished , then The River and Lake Transportation Traffic Education and Training Center (BPL LLASD) was formed based on MENPAN

approval No. 537/5/MENPAN/10/87 dated 5 October 1987 and Minister of Transportation Decree No. 231/HK.602/Phb-87 dated 21 October 1987.

Figure 1 History of Change Institutional



along with change form institutional become Polytechnic River, Lake and Palembang Crossing transportation is available change names of two study programs become a Diploma 3 Management Study Program Transportation Waters Land and Diploma 3 in Ship Engineering when change institutional become Polytechnic River, Lake and Palembang Crossing Transportation based on letter Decree of the Minister of Research, Technology and Higher Education Number 429/KPT/I2017 dated 1 August 2017 concerning Permission Opening of Study Programs for Establishment Polytechnic River, Lake and Palembang Crossing Transportation

Change the name of the Port Management Study Program has changed become a Diploma 3 Management Study Program Transportation Waters Mainland and Study Program Nautical Technology becomes Diploma 3 in Machinery boat set through the Decree of the Minister of Education and Culture Number 1265/M/2020 dated 30 December 2020 concerning Change of Name of Study Program at Polytechnic SDP Palembang Transportation Organized by the Ministry of Transportation

Since beginning standing , MTPD Diploma III graduates have graduated 1,304 alumni spread across to throughout Indonesia, mostly Work as Apparatus State Civil Service (ASN) in the Central and Regional Governments . Recapitulation Graduate of can seen in the table following :

Table 1. Recapitulation of MTPD Diploma III Program Alumni until January 2022

Force	Graduation year	Amount Graduate of	Job status				Not yet working
			Civil servants	BUMN	Honorary	Private	
1	1993	22	22	0	0	0	0
2	1994	20	20	0	0	0	0
3	1995	22	22	0	0	0	0
4	1996	18	18	0	0	0	0
5	1997	17	17	0	0	0	0
6	1998	25	19	6	0	0	0
7	1999	26	25	0	0	1	0
8	2000	30	30	0	0	0	0
9	2001	32	32	0	0	0	0
10	2002	30	30	0	0	0	0
11	2003	29	29	0	0	0	0
12	2004	25	24	0	0	0	1
13	2005	25	25	0	0	0	0
14	2006	27	27	0	0	0	0

15	2007	27	27	0	0	0	0
16	2008	16	16	0	0	0	0
17	2009	21	21	0	0	0	0
18	2010	31	29	1	0	1	0
19	2011	33	21	6	6	0	0
20	2012	52	18	21	10	0	2
21	2013	55	29	3	19	3	1
22	2014	56	32	4	19	1	0
23	2015	54	33	3	17	1	0
24	2016	58	32	6	20	0	0
25	2017	56	27	13	12	2	2
26	2018	56	43	6	6	1	0
27	2019	54	46	0	6	1	1
28	2020	59	38	0	18	0	3
29	2021	138	119	0	7	0	12
30	2022	190	160	0	1	0	29
<b>TOTAL</b>		<b>1,304</b>	<b>1,031</b>	<b>69</b>	<b>141</b>	<b>11</b>	<b>51</b>

## 4. Data analysis

### 4.1. Sample

With use method Solvin, determination amount minimum sample can be determined based on calculation amount graduates in the period ( population ) were 497 graduates, so minimum sample is determined as following :

$$n = \frac{N}{1 + N(e)^2} \quad n = \frac{497}{1 + 497(0,05)^2}$$

$$n = \frac{497}{1 + 497(0,0025)} \quad n = 221,6$$

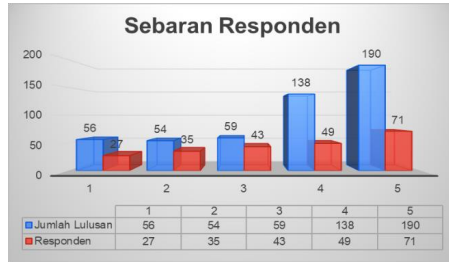
### 4.2. Respondent

Based on calculation above, the minimum sample is 222 respondents. On research This obtained amount respondents who fill in questionnaire A total of 225 respondents came from from graduate of SDP Palembang Poltektrans from 2018 to 2022, totaling 497 graduates. In this research focus to target respondents main namely alumni who graduated from 2018 to 2022, totaling 225 or around 45.3% of all graduates on the range time the.

**Table 2 Population and Sample**

Force	Graduation year	Amount Graduate of	Respondent	Percentage (%)
26	2018	56	27	48.2
27	2019	54	35	64.8
28	2020	59	43	72.9
29	2021	138	49	35.5
30	2022	190	71	37.4
<b>Amount</b>		<b>497</b>	<b>225</b>	<b>45.3</b>

**Figure 2 Distribution Respondent**



**4.3. Educational level**

A total of 184 graduates or 81.8% still is at level Diploma 3 education. As many as 31 people or 13.8% said moment This has completed at the Diploma IV or Strata 1 level of education

**4.4. Job status**

Of the 225 survey respondents, 97.8% (220 people) said moment This in working status. Five people (2.2%) stated No working at the moment do charging kesioner

**4.5. Waiting time**

From the statement respondents, as many as 150 graduates or 66.7% said not enough from 3 months Already obtain work for the first time calculated since graduation. A total of 45 (20%) people graduated state need time between 3 - 6 months For obtain work First time. A total of 14 people (6.2%) needed it time > 6 months For get Work.

**4.6. Obtaining Process Job First**

A total of 43 graduates or 19.1% stated get work First without through test / recommendation from the seniors. A total of 66 people graduated or 29.3% got work through test or selection. There were 71 graduates or 31.6% fill assigned through track nursery

**4.7. Job status First**

From the results answer respondents obtained description of employment status First after graduating the most dominant is Apparatus State Civil Service (ASN) Ministry of Transportation as many as 167 respondents or 74.2%, Apparatus Regional Government Civil Service (ASN) was 26 respondents or 11.6%, 15 people or 6.7% became Employee Government Non- Civil Servants (PPNP) or honorary at the agency government. A total of 8 people or 3.64% work in State-Owned Enterprises (BUMN) as work first obtained after graduate.

Based on the data above, it is 74.2 percent graduate of direct Work as an ASN because there is a program from government in the form of a Nursery Pattern, so graduates who take part in the program straight away lifted menjadi employee government. Graduates who take part in the program is graduate of in 2021 and 2022

**4.8. Linkages Job First**

From the results answer respondents obtained description that as many as 212 respondents or 94.2% said that work First they relate with transportation, while 13 respondents or 5.8% stated work First they No relate with field transportation.

**4.9. Relevance of Education With Work**

A total of 57.3% graduated or 129 people stated eye existing lectures in curriculum relevant with work. As much as 24.9% or as many as 56 people stated part big eye existing lectures in curriculum in accordance with work. As many as 11% or 26 respondents state part small eye existing lectures in curriculum relevant with work undertaken moment This. As many as 6.7% or 15 respondents state eye existing lectures in curriculum No relevant with work undertaken moment This.

As much as 6.7% or as many as 15 people stated curriculum No relevant with work moment This. This matter need study more carry on is no appropriate because exists mutation and rotation field work handled or because curriculum No adaptive to work undertaken graduate of.

Apart from in the field technical River Lake and Ferry Transport, MTPD Diploma III graduates also work in non technical fields, such as manager finance, budget general and civil service, for ASN placements in Regional Government, some are transferred to service other than the Department of Transportation.

#### 4.10. Field Current Employment

A total of 160 respondents or 71.1% said work moment This engaged in the government. A total of 40 respondents or 17.8% stated work moment This engaged in the services such as the shipping company PT. ASDP Indonesia Ferry. the rest engaged in the education, trade and others

#### 4.11. Input Regarding Relevant Subjects With Job

1. Almost all eye studying in curriculum relevant with work in the ASDP field
2. Subject Management Port operations because it is very necessary For smoothness Then cross user mode SDP Transport
3. Nautical/ Engineering Expert Skills and Law Degree required added Because tangent with Patrol Vessels and enforcement law at sea
4. Related courses with service and operations like Management Ferry Port Operations, ASDP Survey Techniques, Port Planning, Surveys, Regulations legislation, Safety Shipping, Management Transportation, Economics Transportation and others are very necessary in the world of work

#### 4.12. Input Regarding Irrelevant Subjects With Job

1. Curriculum must adapt with rules and conditions SDP transportation now, so that lessons are taught in accordance with real conditions of SDP transportation and can applied after education.
2. Related courses with planning, analysis to work development infrastructure communications, and management and supervision transportation river need added (not only material crossing)
3. Driving boat Because No get certificate
4. Work in field administration government
5. Because he works at PT. KAI
6. When transferred to other parts of the eye studying expected Still can support work
7. Not used in the world of work carried out moment This
8. Subject Knowledge computer more reproduced practice such as: make exposure, infographics, Photoshop, banners etc
9. Because when This is an alumni/ graduate Work relate with administration and HR
10. Alumni/ graduate jobs relate with regulations and laws
11. Alumni/ graduates Work not in the field
12. Alumni/ graduates working in parts training LLAJ field
13. Alumni/ graduates Work as partial machinist big material studied around railway.
14. Alumni/ graduates moment This Work si position secretariat part correspondence in the office
15. Alumni/ graduates moment This working in government area field licensing & non- licensing as well as service integrated, so No There is knowledge which related with ASDP

For simplest Port class, required **3** relevant position with competence graduate of. The number of registered ports in Indonesia is as many as **769 harbor** with a minimum of 3 relevant positions, then a minimum of **2,307** is required **officer Port operations** in Indonesia.

Considering the total amount MTPD Diploma III graduates up to with new year 2022 amount **1,304 graduates** with amount graduate of final as much **190 graduates**, then opportunity For fill in emptiness position Still open wide.

Of the 769 existing ports, not yet fully managed with Good. Spread existing graduates not bad Enough For fill in related formations / positions with port operations, due to existing graduates For stage beginning mapped For fill Port based scale priority.

Of the number of ports recorded, port operations are managed by 3 port operators. Ferry port commercial managed by the state owned Port Enterprise. For Harbor Harbor crossing pioneers and river ports and lake ports, managed by the Central Government as well as Provincial, Regency Regional Government and City.

Related with different Port Operators in accordance class and function, then recruitment employee follow the system that applies to the manager staffing parent each port operator. So it is necessary persuasive approach to personnel coaches from the Port operator to open formation position For filled by graduates of the MTPD Diploma III Program.

## 5. SWOT Analysis

SWOT analysis is A ways, tools and methods systematic For identify factors and describe moderate situation or maybe will faced by organizations or company used as planning strategic in maximizing factor from in (internal), ie strengths and opportunities as well in a way simultaneously can minimize factor from outside (external), ie weaknesses (weaknesses) and threats (threats).

SWOT analysis is form analysis situations and conditions descriptive (give description). Analysis This

put situation and condition as factor input, then grouped according to their respective contributions. Analyze this in a way logical can help in the retrieval process decision so that can used as tool effective For analyze influencing factors Polytechnic, as an intake process decision For determine strategy

**Table 3 SWOT Analysis**

	<b>STRENGTH (STRENGTH)</b>	<b>WEAKNESS</b>
	<ol style="list-style-type: none"> <li>1. Vision, Mission, Goals, Strategies and Values that meet the needs of global, national and local markets in accordance with the times</li> <li>2. Lecturers and staff education S2 and S3 qualifications as well competence skill other in accordance with respective fields, incl lecturer practitioners and industry .</li> <li>3. Curriculum education customized vocation with standard national (KKNI) and standards International (STCW as amended 2010 and IMO Model Course)</li> <li>4. Finance, facilities and infrastructure sourced from the Ministry of Transportation, Poltektrans SDP Palembang, cadets and sources other .</li> <li>5. Facility means infrastructure adequate academic and non - academic For support activity cadets .</li> <li>6. Become the only one college who specializes in the field transportation rivers , lakes and crossings in Indonesia.</li> <li>7. Has a pattern program nursery in recruitment cadets .</li> <li>8. Campus location Polytechnic Strategic SDP Palembang transportation on the banks of the Palembang Musi River.</li> </ol>	<ol style="list-style-type: none"> <li>1. Still having problems lack power library and laboratory .</li> <li>2. Still not enough absorbed it Diploma III Management graduate Transportation Waters Mainland related opening Formation Employee</li> </ol>
<b>OPPORTUNITIES</b>	<b>STRATEGY (SO)</b>	<b>STRATEGY (WO)</b>
<ol style="list-style-type: none"> <li>1. Need formation position based on the appropriate PM 56 of 2017 with MTPD Diploma III Study Program graduate</li> <li>2. Policy government in development toll sea as well as strengthening existing rules and regulations requires large human resources in its management</li> </ol>	<ol style="list-style-type: none"> <li>1) Do socialization reception candidate cadet to nearby high schools/vocational schools campus .</li> <li>2) Interweave cooperation with company shipping/ Private For support activity education Cadets and Graduates</li> </ol>	<ol style="list-style-type: none"> <li>1) Opening Collaboration with staffing coaches from the relevant Port Operator Formation Employee.</li> <li>2) Give training for power education assigned to laboratories and libraries.</li> <li>3) Cooperation with party external in provision scholarship for cadets.</li> </ol>

<p>3. There is scholarship government For enhancement competence of lecturers and staff education through various courses and training skill</p> <p>4. Level of confidence user very good service to existence and performance from graduates and campuses Polytechnic Palembang SDP Transportation .</p>		
THREATS (THREATS)	STRATEGY (ST)	STRATEGY (WT)
<p>1. There is a moratorium on accepting CPNS impact on absorption graduate of.</p> <p>2. Paradigm cadet tend Still oriented For become a civil servant, even though can also be BUMN or Private Company employees other .</p> <p>3. Progress knowledge knowledge and technology area fast sailing.</p>	<p>1) Do studying general with inviting practitioner industry and stake holders for give understanding to cadet about opportunity Work.</p> <p>2) Engage training field cruise for tenacity and energy education</p>	<p>1) Propose opening formation employee through DJPD</p> <p>2) Stage Public Lecture from Entrepreneur/ BUMN Alumni / about Opportunity work other than ASN.</p>

**6. Closing**

**6.1. The knot**

Conclusions of study This is MTPD Diploma III graduates have graduated 1,304 alumni spread across to throughout Indonesia and the Total Response rate obtained in activity targeted research five year graduate recently (2018 to 2022) . Already Enough Good that is reached 225 respondents or 45.3%. A total of 220 people or 97.8% of respondents survey state Already Work or Once Work . Meanwhile, 5 people or 2.2% said No Work with work First after graduating the most dominant is Apparatus State Civil Service (ASN) Ministry of Transportation as many as 167 respondents or 74.2%, Apparatus Regional Government Civil Service (ASN) was 26 respondents or 11.6%, 15 people or 6.7% became Employee Government Non- Civil Servants (PPNP) or honorary at the agency government. A total of 8 people or 3.64% work in State-Owned Enterprises (BUMN).

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There are 769 ports below shade Directorate General Land Transportation, which consists of from 258 ferry ports , 411 river ports and 100 lake ports throughout Indonesia and requires a minimum of 2,307 officers Port operations in Indonesia, total number of graduates until with new year 2022 totaling 1,304 graduates

**6.2. Suggestion**

Needed approach with Manager Staffing from the Port operator to open formation order position graduate of Can occupy position in accordance with PM 56 of 2017, in full general part big eye studying relevant with related work with Then cross transport rivers. lakes and crossings, in the future attempted For add certificate competence in the field of ASDP to cadet



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