Implementation of the On-the-Job Training Learning Program for Students Majoring in Hospitality Accommodation

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Article Info

ABSTRACT

Purpose of the study: This research aims to determine the implementation of the on-the-job training learning program for students majoring in hotel accommodation at Vocational High School 4 Jambi City.

Methodology: This research uses a qualitative approach with a naturalistic approach. The population and sample in this study were students from Vocational High School 4 Jambi City. The data collection techniques in this research used documentation and interviews.

Main Findings: From the results of research regarding the implementation of the On The Job Training learning program for students majoring in Hospitality Accommodation at Vocational High School 4 Jambi City, it can be concluded that this program has a significant positive impact on students' preparation to enter the world of work. The implementation succeeded in increasing students' practical understanding of work processes in the hotel industry, as well as helping students develop skills and knowledge that are relevant to job market demands.

Novelty/Originality of this study: The novelty of this research lies in its specific focus on the implementation of on-the-job learning programs in the Hospitality Accommodation department, which is an important field in the hotel industry. This research will reveal how on the job programs are implemented in vocational education, identify challenges that may be faced, and evaluate effectiveness in preparing students to enter the world of work. It is hoped that this research will provide valuable insights for schools, industry and education policy to improve the relevance and quality of education in the future.

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1. INTRODUCTION

The essence of Vocational High School students majoring in Hospitality is to have practical skills and theoretical knowledge related to the hotel industry. Vocational high school students not only learn about guest services, hotel management, and kitchen operations, but also develop interpersonal communication, teamwork, and problem-solving skills that are essential to pursuing a career in the industry [1], [2]. Vocational high school students majoring in Hospitality are trained to become strong and knowledgeable professionals, ready to face challenges in a diverse work environment and provide high quality service to guests [3], [4].

The position of on the job training learning in the world is very important in developing the skills and knowledge of workers [5]–[7]. This practice is becoming increasingly relevant as the job market continues to

change rapidly and the demand for skilled employees continues to grow. With on-the-job learning, individuals can learn directly from daily work experiences, allowing them to master necessary skills while remaining productive in their work environment [8]–[10]. Additionally, this approach also allows organizations to optimize the use of their internal resources in employee development, creating a dynamic and adaptable work environment that encourages professional growth [11], [12].

In Indonesia, the position of on the job training has become increasingly important in the context of workforce development. This learning method provides workers with the opportunity to gain practical skills and knowledge directly in their workplace, which is often more relevant to the daily demands of the job [13], [14]. In addition, on-the-job learning also facilitates integration between theory and practice, increases productivity, and strengthens relationships between companies and employees [15], [16]. However, challenges such as lack of standards and lack of supervision of on the job learning programs still need to be addressed to ensure their success and effectiveness in advancing the competency of the Indonesian workforce.

This research is in line with research conducted by Wowor et all., [17], the results of this research found that in implementing on the job training programs, it is the thing that motivates students the most. In addition, working in a professional environment is what students most hope to experience when participating in the on the job training programs program [18], [19]. Although on the job training programs are considered important in preparing students to enter the world of work, there has not been much in-depth research on how these programs are implemented, especially in the Hospitality Accommodation department at vocational schools [20], [21]. Therefore, this research aims to fill this gap by providing a deeper understanding of the implementation, challenges and effectiveness of on the job training programs in preparing students to enter the hotel industry, so that they can make a meaningful contribution to the development of vocational education at Vocational High School 4 Jambi City.

On the job learning is an interesting approach where individuals learn while working, combining theory and hands-on practice in the work environment [22], [23]. The novelty of this learning lies in its focus on direct and situational experience, allowing students to hone their skills contextually and directly apply the knowledge gained [24], [25]. This approach is not only effective in facilitating deeper understanding and practical skills, but also promotes high engagement and continuous learning in the workplace.

On the job learning has significant implications in Indonesia, especially in the context of workforce development and increasing productivity [26]. With this approach, employees can learn directly in their workplace, facing challenges relevant to their work in real-time. This not only allows for in-depth practical experience, but also facilitates more effective knowledge transfer [27], [28]. However, the implementation of on the job learning often faces challenges related to limited educational infrastructure, a lack of emphasis on skills development, and the need for regular curriculum content updates to adapt to changing job market demands [29], [30]. Based on this explanation, this research aims to determine the implementation of the on the job training learning program for students majoring in hotel accommodation at Vocational High School 4 Jambi City.

2. RESEARCH METHOD
2.1 Type of Research
This research uses a qualitative approach with a naturalistic approach. The naturalistic approach is an approach that allows researchers to understand phenomena that occur naturally in real environmental contexts without significant intervention or manipulation from the researcher [31]. In this method, researchers attempt to understand the phenomenon within the framework of its natural context, by researching and observing in depth the interactions between the various variables involved. This method usually involves direct observation, interviews, and documentation to collect accurate and relevant data. Naturalistic research not only seeks answers to the questions "what" occurs, but also "how" and "why" the phenomenon occurs in a natural environment.

2.2 Population and Sample
Research population refers to the group of individuals, cases, or entities that are the main focus of the study being conducted. The population of this study were all students at Vocational High School 4 Jambi City. Hospitality major. The sample is a small portion of the population chosen to represent the whole. In selecting samples at Vocational High School 4 Jambi City, factors such as level, major, and level of academic achievement can be important considerations to ensure the accuracy of research results and the sustainability of representation of the desired population.

2.3 Data Collection Techniques
The data collection techniques used were interviews and documentation. Through interviews, researchers can gain an in-depth understanding of individual experiences, views and perceptions regarding the phenomenon under study. Meanwhile, documentation allows researchers to systematically collect existing data, such as notes, reports, or recordings, which can provide additional insight into the context of the observed phenomenon [32]. The

combination of these two techniques allows researchers to gain a comprehensive and in-depth understanding of phenomena in their natural context.

2.4 Data Analysis Techniques

Data analysis techniques in the naturalistic method involve an in-depth and holistic approach to data obtained from direct observation or documentation. These methods often include qualitative processes that reflect the complexity of the natural phenomena observed. Naturalistic data analysis allows researchers to investigate a broad context and understand the meaning inherent in the data, focusing on patterns, themes, and relationships that emerge from complex interactions among variables. Common analytical techniques in naturalistic methods include data coding, triangulation, thematic analysis, and grounded theory, which allow researchers to explore deep understanding of observed phenomena and build contextually rich knowledge. Data analysis in naturalistic methods not only provides a comprehensive picture of the observed phenomena, but also allows for the development of concepts and theories that are integrated with their natural context.

3.   RESULTS AND DISCUSSION

The On the Job Training learning program implemented by Vocational High School 4 Jambi City as a form of implementation of the Dual System Education at Vocational Schools is carried out by establishing industries related to the skills programs at Vocational High School 4 Jambi City, namely the tourism industry, more specifically the hotel industry. The On the Job Training Learning Program is carried out by sending students to undergo a period of direct work practice in the actual work field with supervision from the relevant industry and by continuing to provide assistance in the form of regular monitoring to control student activities and determine student progress while undergoing the On the Job Training [33].

The implementation of the On the Job Training learning program at Vocational High School 4 Jambi City is carried out through several stages, starting from the preparation, implementation and evaluation stages. Each stage is carried out in accordance with applicable regulations and in accordance with the provisions of the curriculum provided by the government, in this case from the Ministry of Education and Culture. Regulation of the Minister of Education and Culture of the Republic of Indonesia No. 70 of 2013 concerning the Basic Framework and Curriculum Structure of Vocational High Schools, that the Industrial Work Practice program is a Vocational High School curriculum program where learning can be carried out in Education Units and or industry (integrated with field work practices) with a portfolio as the main assessment instrument. Vocational High School 4 Jambi City uses the term On the Job Training in the implementation of the Industrial Work Practices /Field Work Practices program because it adapts to the area of expertise there, namely the hospitality tourism sector.

Figure 1. On the Job Training learning program at Vocational High School 4 Jambi City

The results of interviews with vocational school students majoring in Hospitality Accommodation at Vocational High School 4 Jambi City revealed a number of interesting insights regarding the implementation of the On The Job Training learning program. Most students highlighted the positive values of the On The Job Training experience, illustrating that the program provides valuable practical opportunities to apply theoretical knowledge gained in class in real-world situations [34], [35]. They described how hands-on experience in the hospitality industry helped them deepen their understanding of work processes in the sector, strengthen practical skills, and develop independence in handling everyday tasks at work.

However, several students also expressed the challenges they faced during the implementation of On The Job Training. Some complained about the lack of adequate direction and guidance from mentors or supervisors at work, which sometimes made them feel confused in completing the tasks given [36], [37]. In addition, some students also highlighted the difference between the theory learned in class and the practice they encountered in the field, which sometimes caused confusion and discomfort [38], [39]. Nevertheless, overall interviews with Vocational High School 4 Jambi City students show that the On The Job Training program is an important component in their learning, although there is room for improvement in terms of guidance and integration between theory and practice [40].

This research is in line with research conducted by Hyasat et all., [41], on the job training is aimed at improving students' knowledge and skills in the field of technology, self-adjustment with the actual situation in the workplace, as well as collecting information and create reports directly related to objectives specifically for schools [42]. Although research regarding the implementation of the On The Job Training learning program for students majoring in Hospitality Accommodation at Vocational High School 4 Jambi City provides valuable insight into the effectiveness and challenges of this program, there are still several research gaps that need to be explored further [43], [44]. One of them is an in-depth analysis of the perceptions of students, teachers and industry regarding the success of the on the job training program in preparing students to enter the world of work [45], [46]. In addition, further research can explore aspects such as the influence of the On The Job Training program on student academic achievement, the level of student involvement in the learning process, as well as factors that influence successful implementation from the perspective of school management and industry [47].

The novelty of this research lies in its comprehensive approach to how On The Job Training is implemented specifically in the context of the Hospitality Accommodation major at the vocational school level [48], [49]. By deepening understanding of the experiences and challenges students face during On The Job Training, this research can provide deeper insight into the relevance and effectiveness of these learning programs in preparing students to enter the world of work in the hospitality industry [50], [51]. Apart from that, this research can also contribute to the development of a vocational curriculum that is more responsive and oriented to industry needs, as well as providing practical guidance for other vocational schools in developing and implementing effective on the job Training programs.

This research has very relevant and deep implications in the context of vocational education. The results of this research can provide valuable insight for the development of vocational education curricula in vocational schools and similar institutions, by highlighting the successes and challenges in implementing the On The Job Training program [52], [53]. Further implications include the potential to improve students' preparation for entering the world of work, by providing practical experience and skills relevant to the needs of the hospitality industry [54], [55]. Apart from that, this research can also contribute to making more effective education policies, both at the school and local government level, by highlighting the importance of integrating On The Job Training programs in the vocational education curriculum.

4.   CONCLUSION

From the results of research regarding the implementation of the On The Job Training learning program for students majoring in Hospitality Accommodation at Vocational High School 4 Jambi City, it can be concluded that this program has a significant positive impact on students' preparation to enter the world of work. The implementation of On The Job Training has succeeded in increasing students' practical understanding of work processes in the hotel industry, as well as helping students develop skills and knowledge that are relevant to job market demands. This research also reveals several challenges faced in implementing the On The Job Training program, such as coordination between schools and industry, as well as monitoring student progress during the training process. However, the conclusions of this study emphasize the importance of the On The Job Training program in preparing students to enter the workforce, while providing recommendations for improving the implementation of the On The Job Training program in the future.

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