

"ASSESSMENT OF PERFORMANCE ASSESSMENT IN VOCATIONAL SCHOOL PRACTICES AND DEVELOPMENT OF WORK CULTURE STUDENTS IN SMK"

by Sudji Munadi¹, Muhammad Andhika¹, Sri Wahyuningsih¹, Rudi Hermawan¹

ABSTRACT

ABSTRACT

The current performance of vocational high school (SMK) students is closely related to 21st century skills. This cannot be separated from the needs of the industrial world for workers with these competencies. 21st century skills that must be possessed by students consist of adaptability, communication skills, intellectual curiosity, critical and systemic thinking, information and media literacy, interpersonal skills and cooperation, skills to identify problems and find solutions, personal direction, and responsibility. social. In addition, students must also be trained to get used to a good work culture so that work can run efficiently and optimally. A well-known work culture is 5S (Seiri, Seiton, Seiso, Seiketsu, and Shitsuke) or in Indonesia it is known as 5R (Brief, Neat, Resik, Careful, and Diligent).

The purpose of this study was to assess performance appraisal in vocational practices for the development of the work culture of students in the Yogyakarta Special Region Vocational School. The research instrument used a questionnaire distributed via google form to productive teachers in the field of technology at DIY Vocational High Schools to validate the instrument and find out the performance implementation and work culture of vocational students. Meanwhile, qualitative data is used as additional data, which is carried out by means of a FGD (Forum Group Discussion) of productive teachers in the field of technology of SMK DIY.

The results showed that the performance appraisal instrument (21st century skills) and 5R work culture obtained high categories on reliability (0.761 and 0.793) and content validity. Furthermore, the level of performance implementation (21st century skills) and the 5R culture of DIY vocational students have gone very well.

Kata Kunci: *performance appraisal, vocational practice, vocational school, work culture*