

Evaluation of Cadet's Soft Skill Competency on Inland Water and Ferries Transport Polytechnic of Palembang

Yohan Wibisono, M.PD.

Deputy Director III of the Inland Waters and Ferries
Transport Polytechnic of Palembang
South Sumatera, Palembang, Indonesia

Dahlia Dewi Apriani and Ferdinand Pusriansyah

The Inland Waters and Ferries
Transport Polytechnic of Palembang
South Sumatera, Palembang, Indonesia

Abstract:- Inland Water and Ferries Transport Polytechnic of Palembang organizes vocational learning and training processes in order to improve knowledge, expertise, skills and the formation of human resource behavioral attitudes needed in the implementation of transportation, especially Inland Water and Ferries Transport (ASDP). In this research, researchers used data search methods in the form of primary data and secondary data, the data that has been collected will be analyzed using the likert scale. The questionnaire survey was conducted to 222 cadets at Inland Water and Ferries Transport Polytechnic of Palembang to get soft skills that are needed by labor users and must be improved from cadets and efforts to improve soft skills. From the results of the analysis found that ways to improve the cadet's soft skills competency to fit the needs of labor users include field practices (33%), educative (33%), public speaking (27%), trust (42%), organizational activities (46%), and cooperation (13%).

Keywords:- Cadets, Softskill, Competency, Service User.

I. INTRODUCTION

Inland Water and Ferries Transport Polytechnic of Palembang organizes vocational learning and training processes in order to improve knowledge, expertise, skills and the formation of human resource behavioral attitudes needed in the implementation of transportation, especially Inland Water and Ferries Transport (ASDP). The students referred to as cadets are educated to become excellent and ethical transportation human resources. In addition to having competencies in accordance with their field of duty, cadets must also have a tough character that is attached to soft skill competency that are the skills of cadets in regulating themselves (intrapersonal skills) and in dealing with others (interpersonal skills).

Based on National Association of Colleges and Employers (NACE) research in 2005, labor users need workers who have hard skills by 20% and soft skills by 80%. This is also supported by Wirutomo's opinion in 2005 which states that soft skills ready to enter the world of work for college graduates in Indonesia are still low, therefore causing low graduate absorption and increasing number of educated unemployed.

Dynamic world of working conditions make students aware of the importance of soft skills, based on a survey conducted to 150 students obtained by 77.7% of respondents stated that soft skills are important in supporting lectures and 84% stated soft skills are very important for students to enter the workforce (Vivi, Ricci and Febriana, 2007). Graduates from Inland Water and Ferries Transport Polytechnic of Palembang are formed into professional transportation people, so that they can work in any agency, both government and private agencies. According to the chairman of the National Employers Association of Inland Water and Ferries Transport (GAPASDAP) Khoiri Sutomo who is the President Director of PT. Dharma Lautan Utama (DLU), the largest shipping company in Indonesia when giving suggestion at the Inland Water and Ferries Transport Polytechnic of Palembang Professional Certification Board (LSP) event at Hotel Luminor Jakarta stated that graduates of Inland Water and Ferries Transport Polytechnic of Palembang who work in their companies have very good hard skills, but there are some soft skills that must be improved such as innovative and initiative. Based on this background, it is necessary to evaluate the soft competency skills owned by cadets and the implementation of parenting which is an inseparable part of the formation of soft skills competency of cadets regulated in the Regulation of the Head of the Transportation Human Resources Development Agency number: PK. 02/BPSDM-2018 on Cadet Parenting Guidelines at the Transportation Training Institute in the Transportation Human Resources Development Agency that has been revised with PK. 01/BPSDM-2020. Evaluation is done using likert scale methods to determine soft skills that are needed and improved and parenting ways to improve the soft skills, so that when they work will be in accordance with the needs desired by labor users.

II. LITERATURE REVIEW

A. Soft Skill Competency

Soft skills are attitudes, behaviors or characters that exist in each individual. Meanwhile, based on the Regulation of the Head of the Transportation Human Resources Development Agency number: PK. 02/BPSDMP-2018 on Guidelines for Cadet parenting at the Transportation Training Institute in the Transportation Human Resources Development Agency that has been revised with PK. 01/BPSDMP-2020 explains soft skill competency is a person's skill in regulating themselves (intrapersonal skill) and in dealing with others (interpersonal skills). Soft

competency skills that are expected to be owned by cadets consist of 7 components, namely integrity, work ethic, initiative, communication, cooperation, interpersonal relations and adaptation.

- Integrity is acting and behaving professionally, honestly and complying with the regulations of transportation training institutions.
- Work ethic is the ability to work or learn well without a supervision, be responsible and can ensure the tasks given can be completed in a timely manner with minimal errors and in accordance with the requested quality.
- Initiative is the ability to create and innovate in work and learning, strive to achieve quality of work or study results beyond common standards and discover new ideas and methods in work or learning.
- Communication is the ability to communicate with individuals and/or groups effectively which includes the ability to listen well, demonstrate understanding and provide constructive feedback.
- Cooperation is the ability and willingness to work within a group. Work in accordance with group goals and objectives, actively participate in every decision making, cooperate and offer help if needed.
- Interpersonal relations are the ability to manage and anticipate other people's perceptions of our actions and sayings. Be sensitive to differences in cultural background and understand different perspectives or views of others.
- Adaptation is the ability and willingness to change implementation, priorities or work procedures for adjustment to a change of conditions, the demands of diverse tasks or after going through obstacles.

B. Cadet Parenting Patterns

The formation of soft competency skills for cadets of Inland Water and Ferries Transport Polytechnic of Palembang is strongly related to the stages of parenting patterns received by cadets during education. Cadet parenting is done by professionals have a duty to do cadet parenting which is a functional position and called as a caregiver.

The cadets parenting pattern consists of several stages, that is:

- Orientation Stage, This stage is the first step of cadets parenting at the Transportation Training Institute in the BPSDMP environment, which focuses on the introduction of the purpose and character building activities of transportation human resources, in order to prepare cadets to be able to adapt to life in the dormitory and have a complete view of the purpose of activities associated with various tasks, responsibilities and challenges that will be faced in the world of work. To develop the spirit of togetherness, physical resilience, the formation of attitudes and behaviors of all cadets, both from land, sea and air division at the Transportation Training Institute in the BPSDMP environment to be given coaching for a maximum of 2 (two) weeks.
- Formation Stage, This stage starts from the end of the orientation stage by focusing on the development of cadet character at the Transportation Training Institute in the

BPSDMP environment through supervision and parenting so that cadets understand well, have awareness (confidence and trust) to behave in accordance with the provisions / rules in the Inland Water and Ferries Transport Polytechnic of Palembang for the realization of a conducive atmosphere. At this time, cadets at Inland Water and Ferries Transport Polytechnic of Palembang are called as Muda Cadet.

- Maturation stage, At this stage is focusing to form the character of cadets through minimal supervision and parenting and give duties and responsibilities to assist caregivers in the implementation of cadet's activities and conduct supervision of cadets during the orientation and formation stage. At this time, cadets at Inland Water and Ferries Transport Polytechnic of Palembang are called Remaja Cadet.
- The high level of maturation stage, is the final stage of parenting, at this parenting stage is more partnership by developing maturity that form the leadership traits. At this time cadets are called Dewasa Cadets.

Method of cadets parenting in order to create cadet's soft skill at the Transportation Training Institute in the BPSDMP environment based on the Regulation of the Head of the Transportation Human Resources Development Agency number: PK. 02/BPSDMP-2018 on Cadet Parenting Guidelines at the Transportation Training Institute in the Transportation Human Resources Development Agency, that is:

- Instructive is a parenting method by giving instruction to cadets to know, permeate, do and prohibit something in order to improve discipline, skills, abilities and balanced intelligence to achieve educational and training goals..
- Educative is a method used to educate, give motivation and generate passion by involving cadets to be active in every teaching and learning activity.
- Suggestive is a parenting method used to provide encouragement in the form of views, suggestions or advice in a more conducive atmosphere..
- Persuasive is a method to invite cadets to always act and do positive and constructive actions.
- Trust is a parenting method by giving trust to cadets in obeying the rules and carrying out their duties without being supervised or coerced, so that cadets will strive to carry out those trusts.
- Giving penalty is a parenting method by educating cadets according to the type of level of action carried out. Done by giving awards or praise also including punishment / reprimand.
- Guidance and counseling is an activity that guides and directs cadets in order to help get out of the difficulties, whether related to personal problems, friends, lessons or other activities experienced by cadets.
- Habituation is a parenting method by requiring each cadet to behave according to the rules.
- Group discussion is a parenting method by conducting group meetings where each individual in the group has a different role from each other.
- Organization activities are a parenting method to educate cadets about organization by providing activities to cadets

outside of curricular activities.

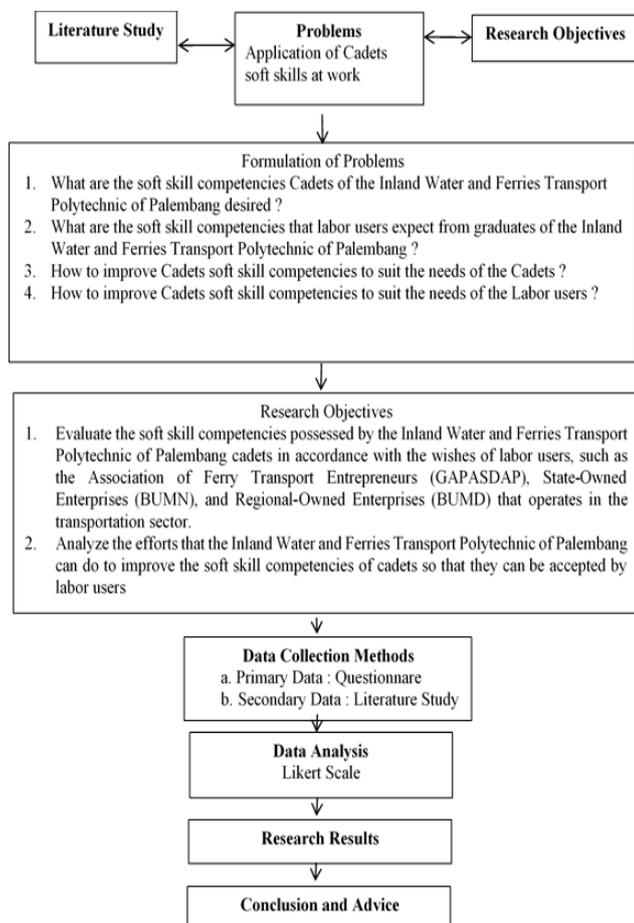
III. RESEARCH METHOD

A. Type of Research

This study is evaluative descriptive research. In detail the objectives of evaluative research according to Sukmadinata dalam Katun, S (2017) are: (1) Assist in planning the implementation of the program, (2) Assist in the determination of decisions for improvement or change of the program, (3) Assist in the determination of sustainability decisions or termination of the program, (4) Find the facts of support or rejection of the program, and (5) Contribute in the understanding of psychological, social and political processes in the implementation of the program and the factors that affect.

B. Research Flow

The research flow as a systematic guide to this research method are :



Picture 3.1. Research Flow Diagram

C. Research Process

The first phase of this research was conducted with a literacy study of the rules governing soft skills competency that cadets must have through parenting patterns conducted by the Human Resources Development Agency of the

Ministry of Transportation, then set the formulation of problems and research objectives.

The data search was conducted by distributing questionnaires to cadets and caregivers of Inland Water and Ferries Transport Polytechnic of Palembang as well as several leaders of ferries transportation companies, BUMNs and BUMDs that employ Graduates of Inland Water and Ferries Transport Polytechnic of Palembang. Then, data processing is done by likert scale method to get soft skills that are needed by labor users and must be improved from cadets and efforts to improve soft skills.

D. Objects and Research Locations

The research was conducted at the Inland Water and Ferries Transport Polytechnic of Palembang. The objects of this study are cadets and graduates of Inland Water and Ferries Transport Polytechnic of Palembang, direct caregivers of cadets and indirect caregivers such as lecturers and employees and stakeholders who are labor users of graduates of Inland Water and Ferries Transport Polytechnic of Palembang.

E. Data Collection Methods

➤ Number of Samples Calculation

The calculation of the sample is done using the Slovin equation as equation 2.1 as follows:

$$n = \frac{N}{1 + Nd^2}$$

Description :

n = number of samples

N = population

d = Precision set (10%)

This research used several sampling techniques, that are proportionate stratified random sampling and sampling quota. Stratified random sampling techniques are used when the population has non-homogeneous and proportionate members/ elements. In this study the selection of cadet samples was calculated based on the formula of the Slovin equation. So that the number of samples needed, the results can be seen in the table below.:

Table 3.1 Number of Research Samples

No.	Cadet	Samples
1	Dewasa	55
2	Remaja	67
3	Muda	100
Total Samples		222

Sampling of service users of graduates from Inland Water and Ferries Transport Polytechnic of Palembang using sampling quota technique is a technique to determine samples from populations that have certain characteristics up to the desired number (quota). In this study, a total sample of 15 service users from various institutions including PT. ASDP, PT. Dharma Lautan Utama, PT. Jemla Ferry, PT. Tonasa Line Cruise, BPTD and Department of Transportation.

➤ *Primary and Secondary Data Collection*

Primary data is obtained by conducting in depth interview and questionnaire sharing, while secondary data is obtained by conducting literature studies, both previous research and regulation related to parenting patterns and soft skills competency cadets.

• *In Depth Interview*

Interviews are conducted to cadets and caregivers directly to obtain data on parenting patterns that have been done to improve the soft skills competency cadets and ways of parenting or activities that liked by cadets in an effort to improve their soft competency skills.

• *Questionnaire*

The distribution of questionnaires aims to get information about the wishes of service users of graduates of Inland Water and Ferries Transport Polytechnic of Palembang so that the best efforts in parenting patterns can be known to improve the soft skills competency of cadets. The distribution of questionnaires to respondents will be done directly to cadets by distributing papers containing several questions that must be answered by cadets and through google forms that will be shared with caregivers and stakeholders of cadet labor users.

F. Likert Scale Method

A likert scale is a scale used to measure the perceptions, attitudes or opinions of a person or group about a social event or phenomenon, based on the operational definition set by the researcher. This scale is a psychometric scale commonly applied in questionnaires and often used for research in the form of surveys, including in descriptive survey research.

The steps of the likert scale method are :

- Create two forms of questions, that are positive question forms to measure positive scales and negative question forms to measure negative scales.
- Positive questions are given scores of 5, 4, 3, 2, and 1; while negative question forms are given scores of 1, 2, 3, 4, and 5 or -2, -1, 0, 1, 2. Likert-scale answer forms include: strongly agree, agree, hesitate, disagree, and disagree. In addition, the answer of each instrument item that uses the Likert Scale can also have a gradation from very positive to very negative, which can be in the form of words such as: Very Important (SP), Important (P), Doubtful (R), Not Important (TP), Very Unimportant (STP). Researchers collect a lot of items, have relevance to the problem being researched, and consist of items that are quite clearly liked and dislike..
- Then the items were tried to a group of respondents who were quite representative of the population they wanted to research.
- The respondent above is asked to check each item, whether he likes (+) or does not like it (-). The responses were collected and answers that gave an indication of the favor were given the highest score. There is no problem to give the number 5 for the highest and a score of 1 for the lowest or vice versa. What is important is the consistency of the direction of the attitude shown. Likewise, whether the answer "agree" or "disagree" is

called the favored one, depending on the content of the question and the content of the items compiled.

- When responding to a question on the Likert scale, respondents determine their level of approval of a statement by selecting one of the available options. Usually provided five scale options with formats such as:

- 1) **Positive Questions (+)**
 Score 1. Very (disagree/bad/less)
 Score 2. Disagree (agree/good/) or less
 Score 3. Neutral / Enough
 Score 4. (Agree/Good/like)
 Score 5. Very (agree/Good/Like)

- 2) **Negative Questions (-)**
 Score 1. Very (agree/Good/Like)
 Score 2. (Agree/Good/like)
 Score 3. Neutral / Enough
 Score 4. Disagree (agree/good/) or less
 Score 5. Very (disagree/bad/less)

- The total score of each individual is the sum of the scores of each item of that individual.
- Responses were analyzed to find out which items were real resulting in high scores and low scores on a total scale. For example, respondents in the upper 25% and lower 25% were analyzed to see how far each item in this group was different. Items that showed no real difference, whether included in high or low scores were also discarded to maintain internal consistency from the question.

➤ *Calculation of Likert Scale Results*

The data analysis techniques performed by researchers are :

- Determine the score of soft skill components that cadets are interested in as variable X

Calculate the score of each soft skill component with a formula:

$$\text{Interest score} = \sum \text{Score per answer category}$$

- *Calculate the total interest score earned:*
 Calculation of questionnaire results is done using the evaluation score formula by multiplying the number of respondents who vote by the likert scale score .

$$\text{Presentase evaluasi} = \frac{\text{skor evaluasi komponen softskill}}{\text{skor yang diharapkan}} \times 100\%$$

$$\sum \text{evaluation score} = (\text{total x SA score}) + (\text{total x A score}) + (\text{total x score N}) + (\text{total x D score}) + (\text{total x SD score})$$

- *Calculate the percentage of interest*
 Evaluation score results per softskill component are divided by the highest score and multiplied by 100%. The percentage evaluation of integrity soft skill components at inland Water and Ferries Transport Polytechnic of Palembang cadets is as follows:

$$\text{Expected score} = \text{Highest likert score} \times \text{number of respondents} \times \text{multiple statements}$$

- Categorize the score of soft skill components of cadets into five categories.

Analysis of the results of cadets answers on interest questionnaires is carried out with the following steps::

a. Calculate intervals:
 $I = 100 / \text{highest likert score}$
 $= 100 / 5 = 20$ (interval distance)

So that we get the following criteria :

Table 3.2 Interest Criteria

Interval	Interest
0 – 19,99 %	Strongly Agree
20 – 39,99 %	Agree
40 – 59,99 %	Neutral
60 – 79,99 %	Disagree
80 – 100 %	Strongly Disagree

IV. RESEARCH RESULTS

A. Evaluation of Soft skills Competency desired by Cadets of Inland Water and Ferries Transport Polytechnic of Palembang

The questionnaire evaluation of the soft skill component of cadets consists of seven parts of the question of the soft skill component of cadets based on the REGULATION OF THE HEAD OF HUMAN RESOURCE DEVELOPMENT AGENCY OF TRANSPORTATION NUMBER PK. 2/BPSDMP-2020 consists of six statements that are positive and negative. So that the total statement are 42 questions divided into 24 positive statements and 18 negative statements. In analyzing the data of the results of this questionnaire , all negative statement data is converted into a positive statement so that it can be processed in data analysis software. Here are the results of the questionnaire data analysis in this research.

➤ *Integrity Component*

Table 4.1. Questionnaire Results From Integrity Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets are ready to accept all the punishment given to form disciplines	74	121	26	1	0
2.	The cadets can cheat during the exam if they are in a hurry.	12	12	82	79	37
3.	The cadets must always uphold honesty	137	74	9	2	0
4.	The words and actions of the cadets often don't match	15	14	80	78	35
5.	The cadets must attach importance to personal values and principles	50	51	64	40	17
6.	The cadets must consistently maintain the good name of their institution	157	55	8	1	1
TOTAL		445	327	269	201	90
TOTAL SCORE		2225	1308	807	402	90
SCORE		4832				
PERCENTAGE		73				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that $5 \times 6 = 30$. The expected number of scores is the maximum score multiplied by the number of respondents, so that $30 \times 222 = 6660$. The percentage calculation of the soft skill component of cadet integrity (table 1) using the formula is as follows:

$$\Sigma \text{ evaluation score} = (\text{total} \times \text{SA score}) + (\text{total} \times \text{A score}) + (\text{total} \times \text{score N}) + (\text{total} \times \text{D score}) + (\text{total} \times \text{SD score})$$

$$\Sigma \text{ evaluation score} = (157 \times 5) + (55 \times 4) + (8 \times 3) + (1 \times 2) + (1 \times 1)$$

$$\Sigma \text{ evaluation score} = 4832$$

While the percentage of evaluation of integrity soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang cadets is as follows::

$$\text{Percentage of evaluations} = \frac{(\text{integrity evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{4832}{6660} \times 100\%$$

$$\text{Percentage of evaluations} = 73,00 \%$$

The total evaluation score of the integrity soft skill component from the cadet questionnaire resulted in 4832 (73.00%) of the expected score of 6660 (100%). The total percentage of the score falls into the AGREE category. The presentation of the scale according to the percentage of the total score according to can be described as the following Fig :



Fig4.1. Category Scale for Score from Questionnaire Results on Integrity Soft skill Components of cadets

- Description:**
 0 - 19.99% = Strongly disagree
 20 - 39.99% = Disagree
 40 - 59.99% = Neutral
 60 - 79.99% = Agree
 80 - 100% = Strongly agree

➤ *Work Ethic Components*

Table 4.2. Questionnaire Results From Work Ethic Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets can carry out tasks with differents proedures than those specified	52	70	68	0	32
2.	The cadets are used to doing assignments when it's close to the deadline	24	33	113	0	52
3.	The cadets do not repeat the same mistakes in carrying out their duties	80	104	36	0	2
4.	If the lecturer is not present to class, all the cadets can do is rest	18	30	110	0	64
5.	The cadets can help their friend who have difficulty in carrying out their work if asked	80	92	46	0	4
6.	The cadets are constantly working to do and finish the task by showing a desire for energy and enthusiasm	62	79	27	27	27
TOTAL		316	408	400	27	181
TOTAL SCORE		1580	1632	1200	54	181
SCORE		4647				
PERCENTAGE		70				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that 5 x 6 = 30. The expected number of scores is the maximum score multiplied by the number of respondents, so that 30 x 222 = 6660. Calculation of the percentage of soft skill components of cadet work ethic (table 2) using the following formulas:

$$\Sigma \text{ evaluation score} = (\text{total} \times \text{SA score}) + (\text{total} \times \text{A score}) + (\text{total} \times \text{score N}) + (\text{total} \times \text{D score}) + (\text{total} \times \text{SD score})$$

$$\Sigma \text{ evaluation score} = (316 \times 5) + (408 \times 4) + (400 \times 3) + (27 \times 2) + (181 \times 1)$$

$$\Sigma \text{ evaluation score} = 4647$$

While the percentage of evaluation of work ethic soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang Cadets is as follows:

$$\text{Percentage of evaluations} = \frac{(\text{work ethic evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{4647}{6660} \times 100\%$$

$$\text{Percentage of evaluations} = 70,00 \%$$

The total evaluation score of the work ethic soft skills component from the cadet questionnaire resulted in 4647 (70.00%) of the expected score of 6660 (100%). The total percentage of the score falls into the AGREE category. The presentation of the scale according to the percentage of the total score according to can be described as the following Fig:



Fig 4.2. Category Scale for Score from Questionnaire Results on Work Ethic Soft skill Components of cadets

Description:

0 - 19.99% = Strongly disagree

20 - 39.99% = Disagree

40 - 59.99% = Neutral

60 - 79.99% = Agree

80 - 100% = Strongly agree

➤ *Initiative Component*

Table 4.3. Questionnaire Results From Initiative Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets are active in their fun activities	95	118	9	0	0
2.	The cadets think and act carefully when carrying out their duties	89	123	10	0	0
3.	The cadets have to ask the educator commander to find a solution if a problem appear	77	115	28	2	0
4.	The cadets must act quickly and precisely to complete the task/problem	116	94	12	0	0
5.	When I do my job, I like to improvise so that the results are different from other	48	80	85	5	4
6.	I always apply a new ideas/methods to get work done quickly	49	85	78	6	4
TOTAL		474	615	222	13	8
TOTAL SCORE		2370	2460	666	26	8
SCORE		5530				
PERCENTAGE		83				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that 5 x 6 = 30. The expected number of scores is the maximum score multiplied by the number of respondents, so that 30 x 222 = 6660. Calculation of the percentage of soft skill components of cadet initiative (table 3) using the following formulas:

$$\Sigma \text{ evaluation score} = (\text{total} \times \text{SA score}) + (\text{total} \times \text{A score}) + (\text{total} \times \text{score N}) + (\text{total} \times \text{D score}) + (\text{total} \times \text{SD score})$$

$$\Sigma \text{ evaluation score} = (474 \times 5) + (615 \times 4) + (222 \times 3) + (13 \times 2) + (8 \times 1)$$

$$\Sigma \text{ evaluation score} = 5530$$

While the percentage of evaluation of initiative soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang Cadets is as follows:

$$\text{Percentage of evaluations} = \frac{(\text{initiative evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{5530}{6660} \times 100\%$$

Percentage of evaluations = 83,00 %

The total evaluation score of the initiative's soft skills component from the cadet questionnaire resulted in 5530 (83.00%) of the expected score of 6660 (100%). The total percentage of such scores falls into the CATEGORY OF STRONGLY AGREE. The presentation of the scale according to the percentage of the total score according to can be described as the following Fig:



Fig 4.3. Category Scale for Score from Questionnaire Results on Initiative Soft skill Components of cadets

Description:

- 0 - 19.99% = Strongly disagree
- 20 - 39.99% = Disagree
- 40 - 59.99% = Neutral
- 60 - 79.99% = Agree
- 80 - 100% = Strongly agree

➤ *Communication Component*

Table 4.4 Questionnaire Results From Communication Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets apply good manners when talking to the older people	155	60	7	0	0
2.	Cadets communication must give a positive response such as not interrupting the conversation	147	66	9	0	0
3.	The cadets must be able to write well	99	97	24	2	0
4.	The cadets can do presentations of public speaking during discussion	106	99	17	0	0
5.	The cadets must be active during a discussion	106	96	20	0	0
6.	The cadets must draw conclusion from the information	84	103	28	7	0
JUMLAH		697	521	105	9	0
JUMLAH SKOR		3485	2084	315	18	0
ESKOR		5902				
PRESENTASE (%)		89				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that 5 x 6 = 30. The expected number of scores is the maximum score multiplied by the number of respondents, so that 30 x 222 = 6660. Calculation of the percentage of components of communication soft skills from cadets (table 4) using the following formulas:

$$\Sigma \text{ evaluation score} = (\text{total x SA score}) + (\text{total x A score}) + (\text{total x score N}) + (\text{total x D score}) + (\text{total x SD score})$$

$$\Sigma \text{ evaluation score} = (697 \times 5) + (521 \times 4) + (105 \times 3) + (9 \times 2) + (0 \times 1)$$

$$\Sigma \text{ evaluation score} = 5902$$

While the percentage of evaluation of communication soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang Cadets is as follows:

$$\text{Percentage of evaluations} = \frac{(\text{communication evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{5902}{6660} \times 100\%$$

Percentage of evaluations = 89,00 %

The total evaluation score of the communication soft skills component from the results of the cadet questionnaire amounted to 5902 (89.00%) of the expected score of 6660 (100%). The total percentage of such scores falls into the CATEGORY OF STRONGLY AGREE. The presentation of the scale according to the percentage of the total score according to can be described as the following Fig:



Fig 4.4 Category Scale for Score from Questionnaire Results on Communication Soft skill Components of cadets

Description:

- 0 - 19.99% = Strongly disagree
- 20 - 39.99% = Disagree
- 40 - 59.99% = Neutral
- 60 - 79.99% = Agree
- 80 - 100% = Strongly agree

➤ *Cooperation Component*

Table 4.5. Questionnaire Results From Cooperation Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets gave a positive response about the group	114	94	13	1	0
2.	The cadets must be able to accept the tasks assigns by the group	101	107	14	0	0
3.	The cadets must accept every decision and result achieved by the group	111	95	15	1	0
4.	The cadets must active participate in the meeting	97	107	18	0	0
5.	The cadets must provide constructive solutions in making a group decision	100	106	16	0	0
6.	The cadets can motivated others so that good cooperation occurs in group	115	91	16	0	0
TOTAL		638	600	92	2	0
TOTAL SCORE		3190	2400	276	4	0
SCORE		5870				
PERCENTAGE		88				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that $5 \times 6 = 30$. The expected number of scores is the maximum score multiplied by the number of respondents, so that $30 \times 222 = 6660$. Calculation of the percentage of cooperation soft skill components from cadet (table 5) using the formula (5) as follows:

$$\begin{aligned} \Sigma \text{ evaluation score} &= (\text{total} \times \text{SA score}) + (\text{total} \times \text{A score}) + \\ &+ (\text{total} \times \text{score N}) + (\text{total} \times \text{D score}) + (\text{total} \times \text{SD score}) \\ \Sigma \text{ evaluation score} &= (638 \times 5) + (600 \times 4) + (92 \times 3) + (2 \times 2) + \\ &(0 \times 1) \\ \Sigma \text{ evaluation score} &= 5870 \end{aligned}$$

While the percentage of evaluation of cooperation soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang Cadets is as follows :

$$\text{Percentage of evaluations} = \frac{(\text{cooperation evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{5870}{6660} \times 100\%$$

Percentage of evaluations = 88,00 %

The total evaluation score of the soft skills component of cooperation from the results of the cadet questionnaire amounted to 5870 (88.00%) of the expected score of 6660 (100%). The total percentage of such scores falls into the CATEGORY OF STRONGLY AGREE. The presentation of the scale according to the percentage of the total score according to can be described as the following picture:



Fig 4.5 Category Scale for Score from Questionnaire Results on Cooperation Soft skill Components of cadets

Description:

- 0 - 19.99% = Strongly disagree
- 20 - 39.99% = Disagree
- 40 - 59.99% = Neutral
- 60 - 79.99% = Agree
- 80 - 100% = Strongly agree

➤ *Interpersonal Relation Components*

Table 4.6. Questionnaire Results From Interpersonal Relations Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets must be able to maintain their viewpoints and beliefs when with the other people	91	113	17	0	1
2.	The cadets can communicate well with people from different cultural backgrounds	118	94	10	0	0
3.	The cadets often experience conflict due to differences in culture and beliefs	22	32	61	49	58
4.	The cadets resolve differences with logical reasons and satisfy the closest side	55	74	58	21	14
5.	The cadets do not make the conflict more widespread	89	106	23	2	2
6.	The cadets can behave appropriately and positively in resolving conflicts	110	94	17	1	0
TOTAL		485	513	186	73	75
TOTAL SCORE		2425	2052	558	146	75
SCORE		5256				
PERCENTAGE		79				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that $5 \times 6 = 30$. The expected number of scores is the maximum score multiplied by the number of respondents, so that $30 \times 222 = 6660$. Calculation of the percentage of interpersonal relation soft skills component of cadets (table 6) using the following formulas:

$$\begin{aligned} \Sigma \text{ evaluation score} &= (\text{total} \times \text{SA score}) + (\text{total} \times \text{A score}) + \\ &+ (\text{total} \times \text{score N}) + (\text{total} \times \text{D score}) + (\text{total} \times \text{SD score}) \\ \Sigma \text{ evaluation score} &= (485 \times 5) + (513 \times 4) + (186 \times 3) + (73 \times 2) + \\ &(75 \times 1) \\ \Sigma \text{ evaluation score} &= 5256 \end{aligned}$$

While the percentage of evaluation of interpersonal relationship soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang Cadets is as follows:

$$\text{Percentage of evaluations} = \frac{(\text{interpersonal relationship evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{5256}{6660} \times 100\%$$

Percentage of evaluations = 79,00 %

The total evaluation score of the interpersonal relation soft skills component of the cadet questionnaire resulted in 5256 (79.00%) of the expected score of 6660 (100%). The total percentage of the score falls into the AGREE category. The presentation of the scale according to the percentage of the total score according to can be described as the following picture:

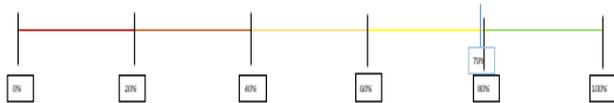


Fig 4.6 Category Scale for Score from Questionnaire Results on Interpersonal Relation Soft skill Components of cadets

Description:

- 0 - 19.99% = Strongly disagree
- 20 - 39.99% = Disagree
- 40 - 59.99% = Neutral
- 60 - 79.99% = Agree
- 80 - 100% = Strongly agree

➤ *Adaptation Component*

Table 4.7. Questionnaire Results From Adaptation Soft Skill Components Of Cadets

No.	Statement	SA	A	N	D	SD
1.	The cadets find it difficult to accept the new regulatory procedures in the dormitory because they are used to the old regulatory procedures	27	31	81	58	25
2.	The cadets obey the rules accepted in dorms/school	83	113	24	0	0
3.	The cadets often cause trouble because they are in a new environment	21	21	57	73	50
4.	the cadets show poor performance when they first moved into a new environment	21	25	58	64	54
5.	The cadets have difficulty focusing on studying and working when there is a change in target, time and purpose	30	35	70	56	31
6.	The cadets can change the environment to be better	85	106	25	6	0
TOTAL		269	331	315	257	160
TOTAL SCORE		1345	1324	945	514	160
SCORE		4288				
PERCENTAGE		64				

The number of evaluation scores is the sum of the scores of each evaluation statement item multiplied by the weight of the score according to the Likert scale. The maximum score is the maximum score on the likert scale multiplied by the number of problem items, so that $5 \times 6 = 30$. The expected number of scores is the maximum score multiplied by the number of respondents, so that $30 \times 222 = 6660$. Calculation of the percentage of adaptation soft skill components of cadet (table 7) using the following formulas:

$$\Sigma \text{ evaluation score} = (\text{total} \times \text{SA score}) + (\text{total} \times \text{A score}) + (\text{total} \times \text{score N}) + (\text{total} \times \text{D score}) + (\text{total} \times \text{SD score})$$

$$\Sigma \text{ evaluation score} = (269 \times 5) + (331 \times 4) + (315 \times 3) + (257 \times 2) + (160 \times 1)$$

$$\Sigma \text{ evaluation score} = 4288$$

While the percentage of evaluation of adaptation soft skill components in Inland Water and Ferries Transport Polytechnic of Palembang Cadets is as follows:

$$\text{Percentage of evaluations} = \frac{(\text{adaptation evaluation score})}{\text{expected score}} \times 100\%$$

$$\text{Percentage of evaluations} = \frac{4288}{6660} \times 100\%$$

$$\text{Percentage of evaluations} = 64,00\%$$

The total evaluation score of the soft skill component adaptation from the results of the cadet questionnaire amounted to 4288 (64.00%) from the expected score of 6660 (100%). The total percentage of the score falls into the AGREE category. The presentation of the scale according to the percentage of the total score according to can be described as the following picture:



Fig 4.7 Category Scale for Score from Questionnaire Results on Adaptation Soft skill Components of cadets

Description:

- 0 - 19.99% = Strongly disagree
- 20 - 39.99% = Disagree
- 40 - 59.99% = Neutral
- 60 - 79.99% = Agree
- 80 - 100% = Strongly agree

B. Evaluation of Soft Skills Competency Desired by Labor Users

Table 4.8. Questionnaire Results from Service Users of Inland Water and Ferries Transport Polytechnic of Palembang Graduates

No.	statement	SA	A	N	D	SD
1.	What do you think, did application soft skill of integrity from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate with integrity principal in your company	8	7			
Total score		40	28			
score		68				
percentage		91%				
category		Strongly agree				
2.	What do u think, did application softskill of work ethic from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate for your company	6	9			
Total score		30	36			
score		66				
percentage		88%				
category		Strongly agree				
3.	What do you think, did application soft skill of initiative from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate with principal in your company	6	8	1		
Total score		30	32	3		
score		65				
percentage		87%				
category		Strongly agree				
4.	What do you think, did application soft skill of communication from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate with principal in your company	6	9			
Total score		30	36			
score		66				
percentage		88%				
category		Strongly agree				
5.	What do you think, did application soft skill of teamwork from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate with principal in your company	6	9			
Total score		30	36			
score		66				
percentage		88%				
category		Strongly agree				
6.	What do you think, did application soft skill of international relation from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate with principal in your company	6	9			
Total score		30	36			
score		66				
percentage		88%				
category		Strongly agree				
7	What do you think, did application soft skill of adaptation from Inland Water and Ferries Transport Polytechnic of Palembang graduates is already appropriate with principal in your company	6	9			
Total score		30	36			
score		66				
percentage		88%				
category		Strongly agree				

Based on table 4.8 it can be concluded that all respondents from service users of inland water and ferries transport polytechnic of Palembang graduates strongly agree with the improvement of the seven soft skill components (Integrity, Work Ethic, Initiative, Communication, Cooperation, Interpersonal Relation and Adaptation) cadets so that graduates of Inland Water and Ferries Transport Polytechnic of Palembang can be competitive in the world of work. The presentation of the scale according to the percentage of the total score according to can be described as the following picture:



Fig 4.8. Category Scale for Score from Questionnaire Results on the Evaluation of Soft skill Component desired by the Service User

Description:

- 0 - 19.99% = Strongly disagree
- 20 - 39.99% = Disagree
- 40 - 59.99% = Neutral
- 60 - 79.99% = Agree
- 80 - 100% = Strongly agree

C. Ways to Improve Soft Skills Competency of Cadets According to Cadet Needs

➤ **Stage of Orientation and Formation**

The Orientation Stage is the first step in the parenting of cadets at the Transportation Training Institute in Human resource development agency of transportation environment, which focuses on recognition in order to prepare cadets to be able to adapt to life in the dormitory and have a complete Figof the purpose of activities associated with various tasks, responsibilities and challenges that will be faced in the world of work..

The Formation stage starts from the completion of the orientation stage by focusing on the development of cadet character through supervision and parenting so that cadets understand well, have awareness (believe and trust) to behave in accordance with the rules / rules.

At this stage the parenting methods that carried out aims to implement the obligations and rights of cadets, the implementation of activities that improve soft skills, improve the ability to interact with others with certain activities, instill nationalism, instill a national transportation philosophy, instill the soul of korsa, improve leadership skills and improve communication soft skills.

• **Methods of Cadet’s Obligations and Rights Implementation**

In this section, Muda cadets provide answers to the method of implementing the most desirable cadet obligations and rights, namely by instructive methods.

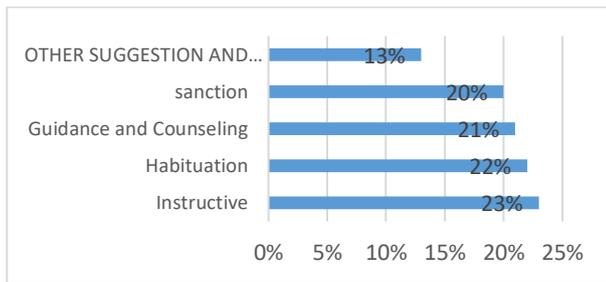


Fig 4.9 Implementation Methods of Cadet's Obligations and Rights

• *Methods of Muda Cadet Activities to Improve Soft Skills*

In this section, Muda cadets provide answers to the most desirable methods of activity to improve soft skills, namely by visiting other transportation schools..

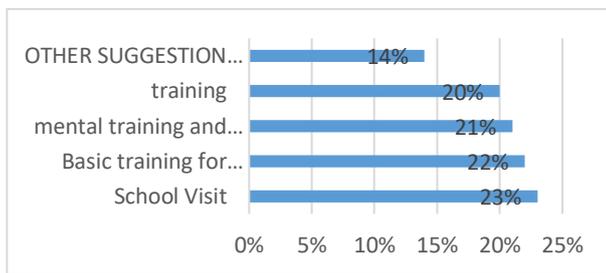


Fig 4.10 Methods of Muda Cadet Activity to Improve Soft Skills

• *Methods of Improving the Ability to Interact with Others*

In this section, Muda cadets give answers about the methods that cadets want most to improve their ability to interact with others , namely by persuasively..

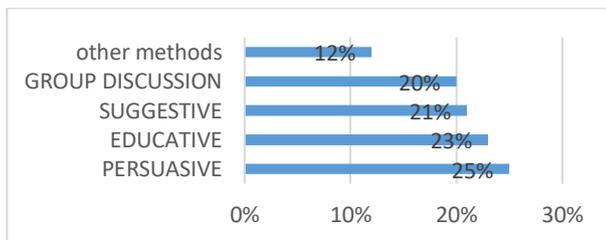


Fig 4.11 Methods of Improving the Ability to Interact with Others

• *Methods of Activities that Support the Ability to Interact with Others*

In this section, Muda cadets provide answers about the activities that cadets most want to improve their ability to interact with others by taking field trips.

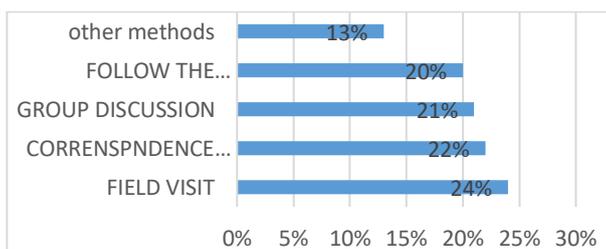


Fig 4.12 Methods of Activities that Support the Ability to Interact with Others

• *Methods of Instilling Nationalism to Muda Cadets*

In this section, Muda cadets give answers about the activities that cadets most want to instill nationalism in Muda cadets, namely by suggestive methods..

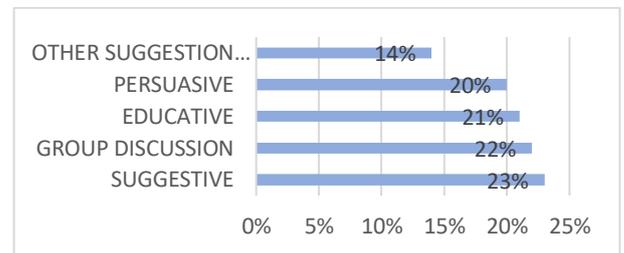


Fig 4.13 Methods of Instilling Nationalism to Muda Cadets

• *Methods of Instilling a National Transportation Philosophy in Muda Cadets*

In this section, Muda cadets provide answers about the activities that cadets most want to instill a national transportation philosophy in Muda cadets, namely by persuasive methods.

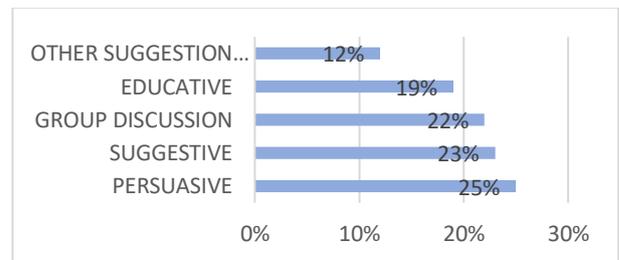


Fig 4.14 Methods of Instilling a National Transportation Philosophy in Muda Cadets

• *Methods of Building Korsia Soul in Muda Cadets*

In this section, Muda cadets give answers about the methods that cadets most want to build the korsia soul in Muda cadets, namely by habituation methods.

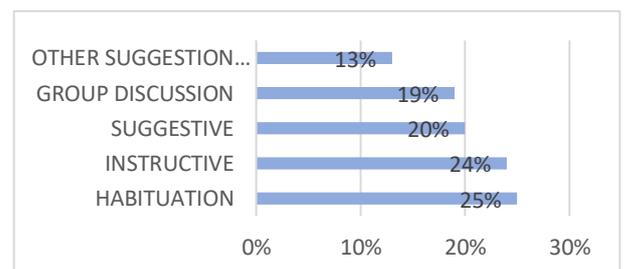


Fig 4.15 Methods of Building Korsia Soul in Muda Cadets

• *Methods of Activities that Can Be Done to Build a Korsia Soul*

In this section, Muda cadets give answers about the activities that cadets most want to build the soul of korsia in Muda cadets, namely by organizing a night of familiarity.

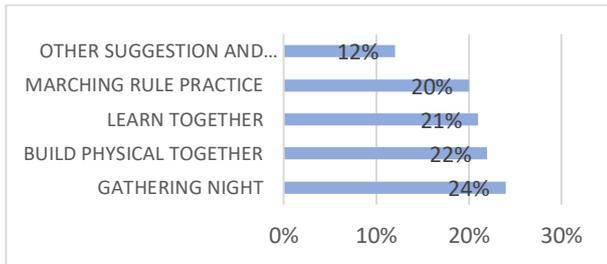


Fig 4.16 Methods of Activities that Can Be Done to Build a Korsia Soul

• *Methods of Instilling Leadership Traits to Muda Cadets*

In this section, Muda cadets give answers about the activities that cadets most want to instill leadership traits in Muda cadets, namely by giving trust.

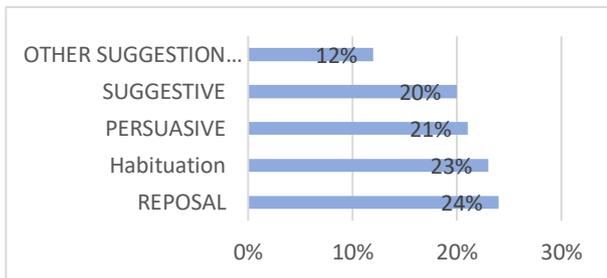


Fig 4.17 Methods of Instilling Leadership Traits to Muda Cadets

• *Methods of Improving Communication Soft Skills in Muda Cadets*

In this section, Muda cadets provide answers about the activities that cadets want most to improve soft communication skills in Muda cadets, namely by public speaking training.

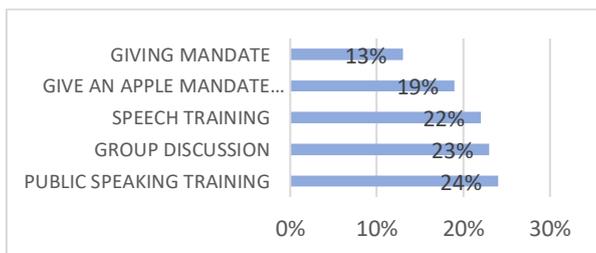


Fig 4.18 Methods of Improving Communication Soft Skills in Muda Cadets

➤ *Maturation Stage*

At this stage the heavy point is to form the character of cadets through minimal supervision and parenting and give duties and responsibilities to assist caregivers in the implementation of cadet activities and conduct supervision of cadets at the orientation and formation stage. At this stage the parenting pattern is carried out with the aim of improving soft cadet skills to carry out the implementation of cadet rights and obligations, the implementation of activities that can improve soft skills and do activities that can improve the ability to interact with others.

• *Methods to improve Remaja cadet leadership skills*

In this section, the Remaja cadets give answers about the most desirable parenting methods in order to improve cadet leadership skills, namely by habituation.

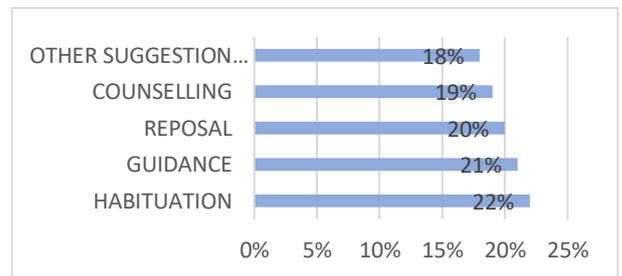


Fig 4.19 Methods to improve Remaja cadet leadership skills

• *Methods of Remaja Cadets Activities to Improve Leadership Skills*

In this section, Remaja cadets give answers about the most desirable activities to improve leadership skills, namely habituation.

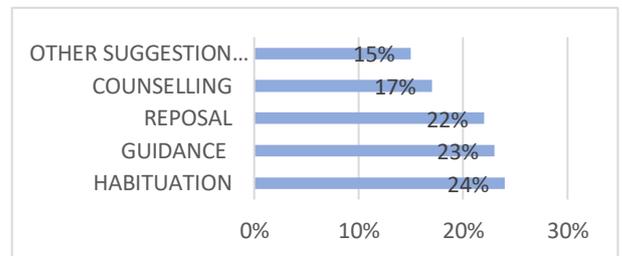


Fig 4.20 Methods of Remaja Cadets Activities to Improve Leadership Skills

• *Methods of Improving Initiative Soft skills of Remaja Cadet*

In this section, the Remaja cadets provide answers about the most desirable parenting methods in improving the soft skills of Remaja cadet initiative, namely by counseling.

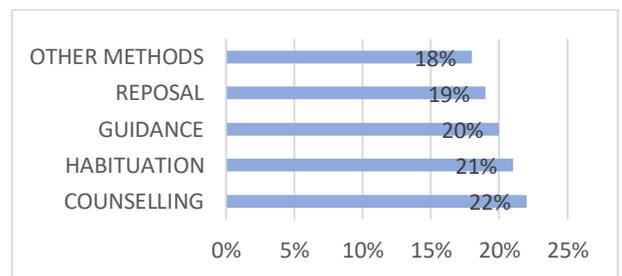


Fig 4.21 Methods of Improving Initiative Soft skills of Remaja Cadet

• *Methods of activities that can improve the initiative soft skills of Remaja cadet*

In this section, Remaja cadets provide answers about the most desirable parenting activities in improving the soft skills of Remaja cadet initiative by carrying out arts and sports events..

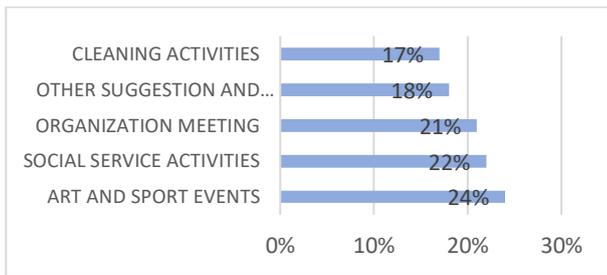


Fig 4.22 Methods of activities that can improve the initiative soft skills of Remaja cadet

• *Methods of Applying Exemplary Attitudes to Remaja Cadets*

In this section, Remaja cadets provide answers about the most desirable parenting activities in applying the exemplary attitude of Remaja cadets, by persuasively.

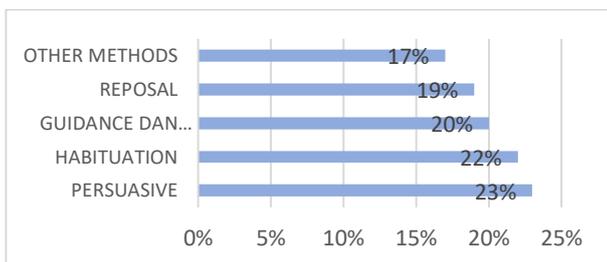


Fig 4.23 Methods of Applying Exemplary Attitudes to Remaja Cadets

➤ *High Level of Maturation Stage*

It is the final stage of parenting, at this stage parenting is a partnership by developing maturity and forming the leadership. At this time cadets are called Dewasa Cadets. At this stage of maturation parenting patterns are carried out with the aim of improving the soft skills of Dewasa cadets to enter the world of work, form exemplary attitudes, be role models in attitudes and behaviors and be able to become advisors in an organization.

• *Methods of Improving Soft Skills to Enter the World of Work*

In this section, Dewasa cadets provide answers about the most desirable parenting methods to improve soft skills to enter the world of work by carrying out leadership training.

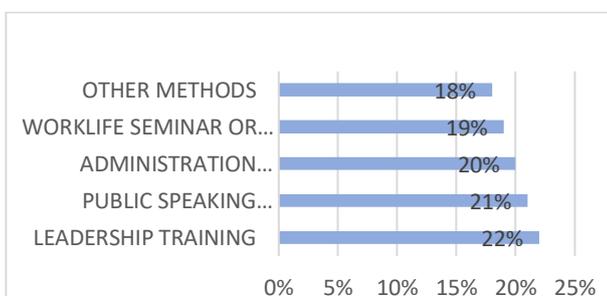


Fig 4.24 Methods of Improving Soft Skills to Enter the World of Work

• *Methods of Forming Exemplary Attitudes in Dewasa Cadets*

In this section, Dewasa cadets provide answers about the most desirable parenting methods for the formation of exemplary attitudes, namely by carrying out guidance.

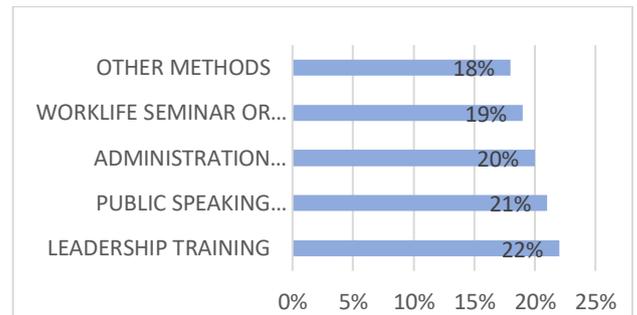


Fig 4.25 Methods of Forming Exemplary Attitudes in Dewasa Cadets

• *Methods of Acting as Advisors in Cadet Organizations*

In this section, Dewasa cadets provide answers about the most desirable parenting methods in order to act as organizational advisors, namely by conducting counseling.

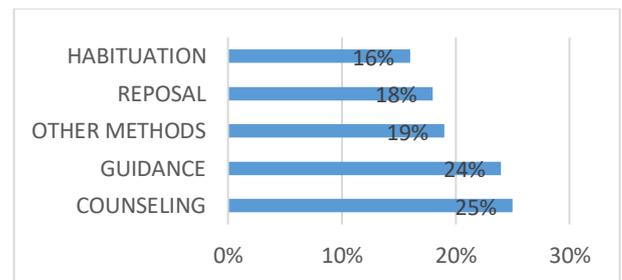


Fig 4.26 Methods of Acting as Advisors in Cadet Organizations

• *Methods to be Exemplary in Attitudes and Behaviors*

In this section, Dewasa cadets provide answers about the most desirable parenting methods in order to be role models in attitudes and behaviors, namely with guidance.

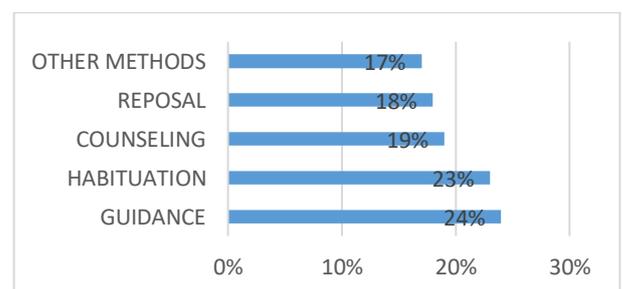


Fig 4.27 Methods to be Exemplary in Attitudes and Behaviors

D. How to Improve Cadet's Soft Skill Competency to Fit the Needs of Labor Users

➤ **Integrity Component**

Based on the results of questionnaires the most widely recommended ways or methods to improve soft skills integrity of cadets according to service users, namely by field practice as many as 5 people (33%). According to service users, cadets must have a lot of experience to improve integrity.

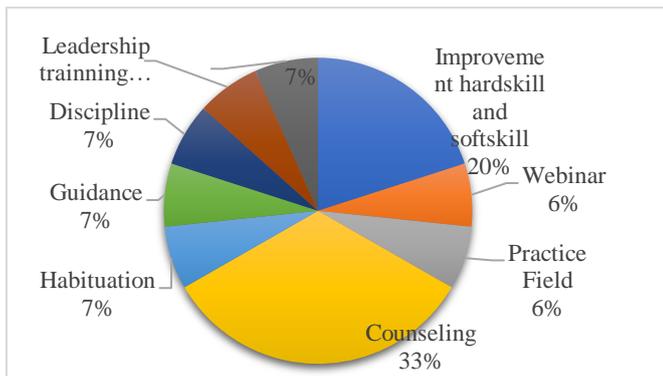


Fig 4. 28 Methods that can be done to improve integrity soft skills of cadets according to service users

➤ **Work Ethic Components**

Based on the results of questionnaires the most widely recommended ways or methods to improve the work ethic soft skills of cadet according to service users, namely by field practice as many as 6 people (46%). According to service users, cadets must have a lot of work experience so that they can be disciplined, timely and responsible for the tasks given..

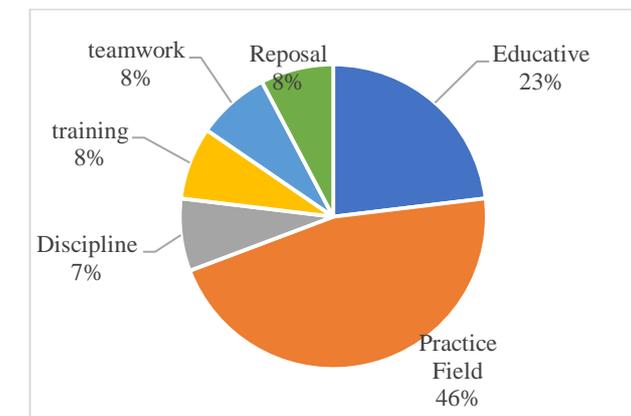


Fig 4.29 Methods that can be done to improve the work ethic soft skills of cadet according to service users

➤ **Initiative Component**

Based on the results of questionnaires the most widely recommended ways or methods to improve the initiatives soft skills of cadet according to service users are educative as many as 5 people (33%). According to service users, cadets must add insight and instill a spirit of work attitude and have brilliant ideas in order to compete in the world of work..

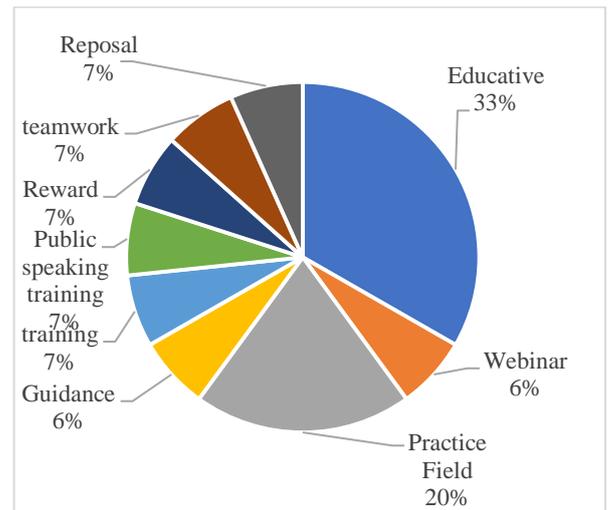


Fig 4.30 Methods that can be done to improve the initiatives soft skills of cadet according to service users

➤ **Communication Component**

Based on the results of questionnaires the most widely recommended ways or methods to improve communication soft skills of cadet according to service users, namely by public speaking training as many as 4 people (27%). According to service users to improve soft communication skills cadets can participate in public speaking training in addition cadets can conduct discussions and cooperation.

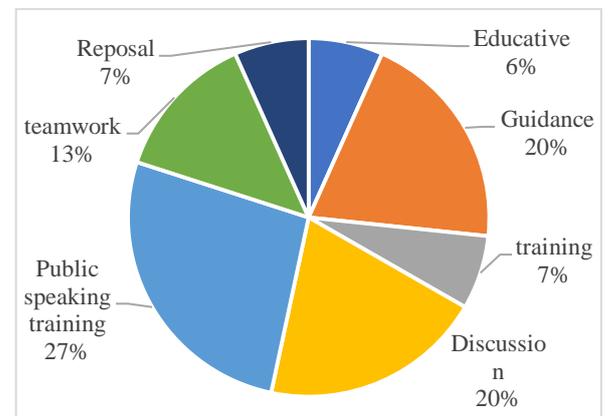


Fig 4.31 Methods that can be done to improve the communication soft skills of cadets according to service users

➤ **Cooperation Component**

Based on the results of questionnaires the most widely recommended ways or methods to improve the cooperation soft skills of cadet according to service users, namely by the provision of trust as many as 5 people (42%) and organizational activities as many as 4 people (46%). According to service users, cadets can improve soft skills cooperation if given the trust to be responsible for a task in addition to soft skills cooperation can also be improved through activities carried out in groups (organizational activities).

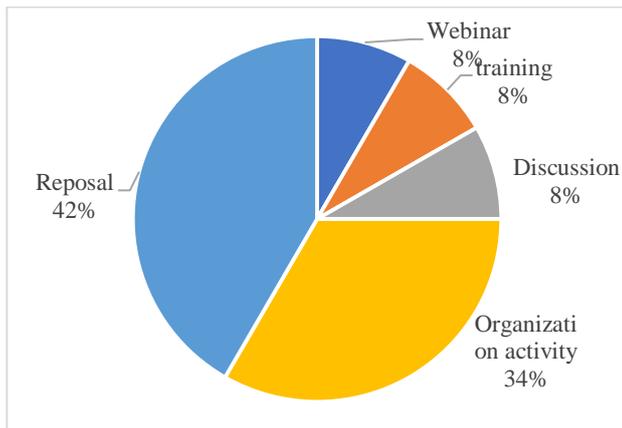


Fig 4.32 Methods that can be done to improve cooperation soft skills of cadet according to service users

➤ *Interpersonal Relation Component*

Based on the results of questionnaires the most widely recommended ways or methods to improve the interpersonal relation soft skills of cadets according to service users, namely by the provision of trust as many as 2 people (13%), cooperation as many as 2 people (13%) and educative as many as 2 people (13%). According to service users, cadets can improve soft interpersonal relation skills by playing a role in entrusted tasks, activities that require cooperation..

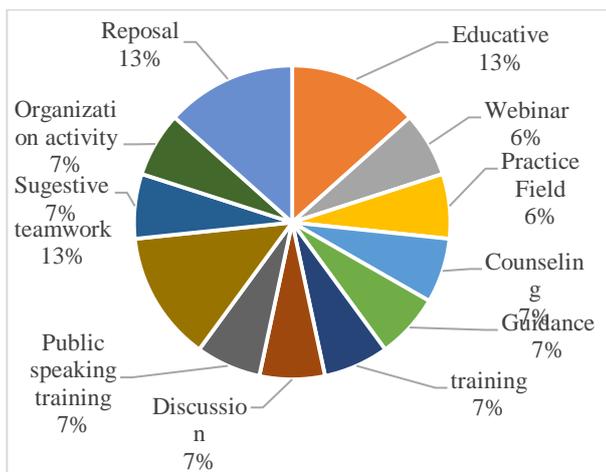


Fig 4.33 Methods that can be done to improve the interpersonal relation soft skills of cadets according to service users

➤ *Adaptation Component*

Based on the results of questionnaires the most widely recommended ways or methods to improve the soft skills of adaptation of cadets according to service users, namely with field practice methods as many as 3 people (22%) and educative as many as 3 people (22%). According to service users, cadets can improve adaptation soft skills when cadets practice the field so that they can understand the circumstances and obstacles that occur in real terms so that cadets are required to always find solutions to events that occur in the field in addition cadets can also obtain view of workplace conditions through socialization and direction so as to determine actions and attitudes that can be done when in the situation.

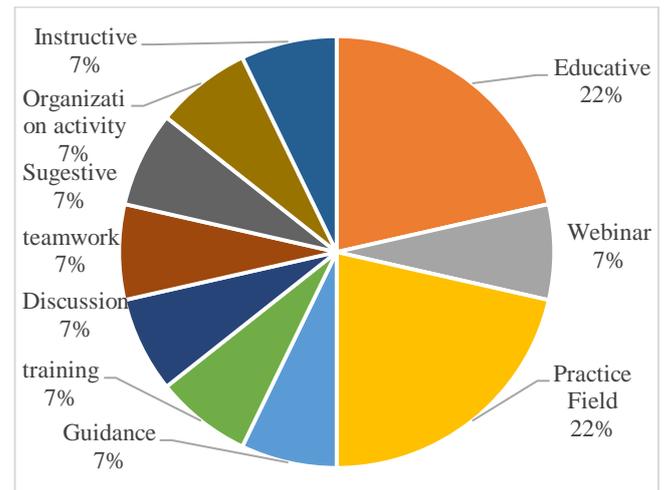


Fig4.34 Methods that can be done to improve adaptation soft skills of cadets according to service users

➤ *Soft skills that need to be added to improve the competitiveness of graduates of Inland Water and Ferries Transport Polytechnic of Palembang according to service users*

Based on the results of research there are several soft skills components that need to be added to improve the competitiveness of graduates including computers (23%), problem solving (15%), leadership (8%), entrepreneurship (8%), creativity (8%), spiritual intelligence (8%), innovative (8%) and foreign languages (8%).

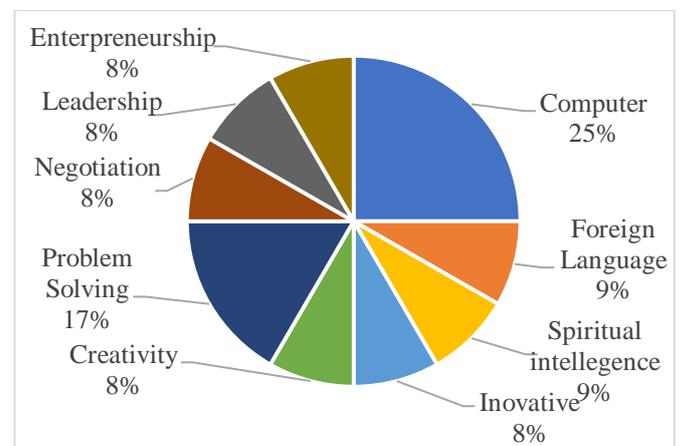


Fig 4.35 Soft skills that need to be added in parenting methods according to service users

V. CONCLUSIONS AND SUGGESTIONS

A. CONCLUSIONS

Based on the results of the research, the conclusions that can be drawn from the research on the Evaluation of Cadet’s Soft Skill Competency on Inland Water and Ferries Transport Polytechnic of Palembang as follows:

- The results of the evaluation in this research can be concluded that the soft skills competency desired by Cadets of Inland Water and Ferries Transport Polytechnic of Palembang include Communication with a score of 5902 (89%), Cooperation with a score of 5870 (88%), Initiative with a score of 5530 (83%), Interpersonal

Relation with a score of 5256 (79%), Integrity with a score of 4832 (73%), Work Ethic 4647 (70%) and Adaptation with a score of 4288 (64%)

- The results of the evaluation in this research can be concluded that the soft skills competency desired by labor users to graduates of Inland Water and Ferries Transport Polytechnic of Palembang include Integrity with a score of 68 (91%), Communication with a score of 66 (88%), Cooperation with a score of 66 (88%), Work Ethic 66 (88%), Adaptation with a score of 66 (88%), Initiative with a score of 65 (87%) and Interpersonal Relation with a score of 5256 (79%).
- The results of the evaluation in this research can be concluded that the way to improve the soft skills competency of cadets to fit the needs of cadets based on the stages, that are:

- *Stage of orientation and formation*

The most needed methods to improve the soft skills of Muda cadets include instructive parenting methods 343 (23%), cadet visits other transportation schools 342 (23%), company visits 356 (24%), extracurricular activities 379 (25%), persuasive 370 (25%), making field trips to schools / company 363 (24%), suggestive 347 (23%), persuasive 369 (25%), habituation 368 (25%), night of familiarity 367 (24%), trust giving 353 (24%) and public speaking training 353 (24%).

- *Maturation stage*

The most needed methods to improve the soft skills of Remaja cadets that are habituation parenting methods 232 (23%), habituation 245 (22%), counseling 237 (21%), persuasive 256 (23%) and organizing of arts and sports related events 263 (24%).

- *High level of maturation stage*

The most needed methods for improving Dewasa cadet soft skills are Guidance parenting method 203 (24%), 200 extension (25%), 193 guidance (25%), and leadership training 178 (22%).

The results of the evaluation in this research can be concluded ways to improve the soft skills competency of cadets to fit the needs of labor users including field practices (33%), educative (33%), public speaking (27%), trust (42%), organizational activities (46%), and cooperation (13%).

B. ADVICE

The results of this research are expected to be useful for improving the quality of soft skills of cadets and graduates of Inland Water and Ferries Transport Polytechnic of Palembang by improving the parenting patterns of soft skill competency cadets.

Based on the conclusions of the results of the study can be concluded some of the benefits of which are:

- For researchers, the results of this research are expected to provide advice for the improvement or renewal of parenting methods that are in accordance with the needs of cadets in order to increase competitiveness in the world of work so that graduates of Inland Water and Ferries Transport Polytechnic of Palembang can be absorbed by employment..
- For cadets, the results of this research are expected to be a reference in developing soft skills during education so that when cadets have completed their education, cadets can compete superiorly in the world of work.
- For other researchers, the results of this research are expected to be a reference source for further research related to soft skills of cadets and other variables to the absorption of graduates of Inland Water and Ferries Transport Polytechnic of Palembang in the world of work.

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