

Does Competency Certification Really Matter to Decrease Unemployment?

Rachma Indrarini*, Moh. Khoirul Anwar, Clarashinta Canggi

Department of Economics, Faculty of Economy Universitas Negeri Surabaya

Abstract. This paper aims to divulge the importance of competency certification toward unemployment particularly in the field of Islamic Economy. Escalation of numbers, types, as well as office of Islamic Financial Institution happens almost every year. It shows that Islamic Economy is well developed in Indonesia, which affects the demand of qualified human resource to cater the need of Islamic Financial Institution. On the other hand, the number of Islamic Economics graduate who are accepted in Islamic Financial Institution is not much. Nowadays university provide certification to certify competency of its graduate in order to enhance their value to land work correspond to their field. However, the effectiveness of the competency certification to decrease unemployment needs to be confirmed. Furthermore, it also needs clarification from the industry side regarding competency needed for employment. This paper uses qualitative method through interview. The result shows that competency certification is matter to the Islamic Financial Institution, but insignificant for the jobseeker.

Keywords: competency, certification, unemployment

1. Introduction

Indonesia is the country with the fifth largest population in the world. Most of Indonesia's population is productive age with the workforce. The workforce is a population of 15 years old and above either working or not. Those who work are people who earn at least 1 hour per week, while those who do not work are unemployed people. The work force in Indonesia continues to growth. In one year, the workforce in Indonesia grew 1.78%. Most of the workforces in Indonesia are working but there are some who still do not work. The following is a data of the population aged 15 years and above based on the type of main activity.

Table 1. Population aged 15 years old and above based on their main activity

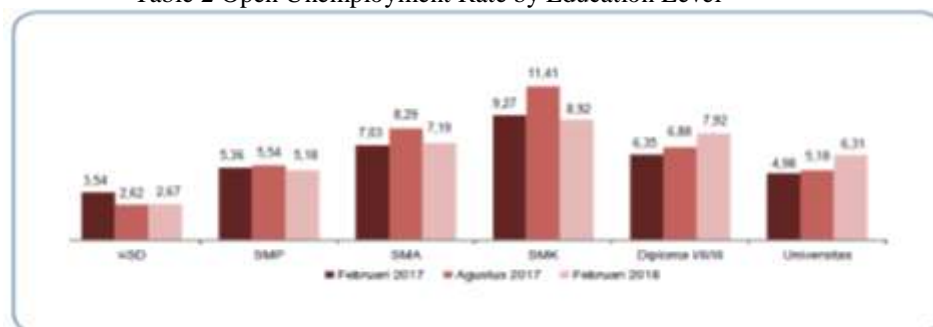
Jenis Kegiatan Utama	Setahun Lalu Februari 2017	Semester Lalu Agustus 2017	Saat Ini Februari 2018	Perubahan 1 Tahun (Feb 2017–Feb 2018)		Perubahan 1 Semester (Ags 2017–Feb 2018)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Juta Orang			Juta Orang	Persen	Juta Orang	Persen
Penduduk Usia Kerja	190,59	192,08	193,55	2,96	1,55	1,47	0,77
Angkatan Kerja	131,55	128,06	133,94	2,39	1,82	5,88	4,59
Bekerja	124,54	121,02	127,07	2,53	2,03	6,05	5,00
Pengangguran	7,01	7,04	6,87	-0,14	-2,00	-0,17	-2,41
Bukan Angkatan Kerja	59,04	64,02	59,61	0,57	0,97	-4,41	-6,89
Sekolah	15,34	16,49	15,61	0,37	2,43	-0,88	-5,34
Mengurus Rumah Tangga	36,08	39,92	36,01	-0,07	-0,19	-3,91	-9,79
Lainnya	7,72	7,61	7,99	0,27	3,50	0,38	4,99

Source : BPS, 2018

From the table above it is seen that there are unemployed workforces. Unemployment is a situation where someone belonging to the workforce wants to get a job that is not yet able to obtain it (Fitri Amelia, 2012). Unemployment is generally caused because the number of workforce or job seekers is not comparable to the number of jobs that are able to absorb it. However, unlike in conventional economics, work means all activities of human activities both physical and spiritual. The meaning of spiritual is when someone is not willing to use his potential. So that, if someone does not want to engage in activities and use their potential, that is unemployment that is very dangerous to themselves and society and morally that person is said to be unemployed. Islam strictly prohibits unemployment. The basis of the prohibition is: "Walk with you in all the guards and eat some of the rizqi" (Al - Mulk: 15) "Enough for a Muslim to sin if he does not devote his strength to support his dependents" (Muslim)

There are several factors that affect the workforce not having job yet, such as those who do not have jobs but are looking for work, those who do not have jobs but are building businesses, those who do not have jobs and do not look for work because they feel they cannot find work and those who have work but have not started work yet. Although the level of unemployment has declined, this is still a problem in the community. It can be seen from the number of unemployed based on education level. The unemployed people are more on those who have a high level of education rather than those who have lower levels of education such as elementary school. Furthermore, each year the unemployment rate with higher education is getting bigger as can be seen below.

Table 2 Open Unemployment Rate by Education Level



Source: BPS, 2018

Based on these data, education plays the most important role related to the absorption of the workforce. Those who have special competencies as taught in Vocational High School (SMK) have high unemployment rates, whereas those with general competency levels have fewer unemployment rates. Competency can be described as knowledge, behavior, and skill that must be possessed by a

person to perform specific role effectively (CEB, 2006). This proves that competency mapping is not efficient enough to reduce unemployment.

Islamic economic is currently growth quite significant in Indonesia. It can be seen from the number of Islamic financial institutions that continue to grow starting from Islamic banking, Islamic insurance, Islamic pawnshops, Baitul Mal Watamwil and so on. As can be seen in the following table 3, the numbers of branch offices of Islamic Banking, particularly Islamic Business Unit and Islamic Rural Bank, have continue to increase annually.

Table 3 Numbers of Islamic Banking Branch Office

Indicator	2014	2015	2016	2017
Islamic Business Unit	320	311	332	344
Islamic Rural Bank	439	446	453	441

Source: OJK, 2018

Based on the table above it can be seen there is an ample opportunities for people to work in Islamic financial institutions. It is captured by several universities through establishment of Islamic economics program. However, the fact check that people who work in Islamic financial institutions are not graduates of the Islamic economics and many Islamic economics graduates are still difficult to find jobs.

In an effort to achieve corporate goals, the problems faced by management lie not only in raw materials, working tools, production machinery and work environment, but also for employees. Human resource management is a field of general management, in terms of planning, organizing, implementing and controlling. To have good human resources, the organization must have a clear standard of measurement. Recruitment is one process in finding good and quality human resources. Recruitment is the process of finding prospective employees who are able to apply for employees (zainal, veithzal, 2014). After the recruitment process is complete, what the company does is the selection process. Selection is an effort made to select and get workers who have the ability in accordance with the tasks that will be done in an empty position that will be filled or occupied. According to zainal, veithzal (2014) the characteristics of quality SDI are those who have good spiritual, emotional and physical. But in the end the quality SDI is SDI which can imitate the character of the Prophet as sidiq, amanah, fatonah and tabligh.

The Director General of Higher Education tries to provide solution regarding the difficulties of university graduate in finding jobs through providing competency certificates for some college graduates such as the competency of credit officers in Islamic economics graduates. But this is still debatable, reflecting on Vocational High Schools (SMK) that has special competencies in fact there are still many who are unemployed.

Work competency certification is the process of giving competency certificates that are carried out systematically and objectively through competency tests that refer to the Indonesian national and / or international work competency standards. The basis for granting competency certification is the Indonesian National Work Competency Standards (SKKNI). SKKNI is a formulation of work ability that includes aspects of knowledge, skills and / or expertise and work attitudes that are relevant to the implementation of tasks and job requirements set in accordance with the provisions of the applicable

legislation. This certificate was issued by BNSP. BNSP is an independent institution in carrying out its duties to certify workers and be responsible to the President.

Some theories state that a company will receive employee on their own standards. Zainal and Veithzal (2014) said that the characteristics of quality SDI are those that have the characteristics of spirituality - morality such as calling on virtue, a lot of worship, courage over the truth that he believes in, his charity is clean and so on. Based on that thought, this paper aims to divulge whether competency certificates will be able to reduce the unemployment rate especially in Islamic economics programs and what motivates Islamic financial institutions accepting its prospective employees.

2. Method

This research is a qualitative research with descriptive method. Data collection techniques using interview methods. Interviews were chosen in order to be able to dig up information on the informants deeper. Technical validity in this study uses source triangulation. The sources obtained are work partners (Islamic Financial Institutions), graduates of Islamic economics and employees of the Professional Certification Institute (LSP).

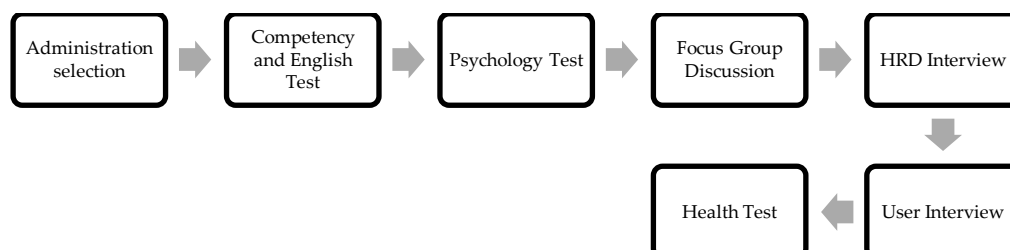
3. Result and Discussion

3.1 Recruitment

Recruitment is one of the activities that must be carried out by each company. Companies that want to get a qualified workforce to achieve company goals also carry out the recruitment process. For example sharia financial institutions, the recruitment process undertaken by sharia financial institutions is different and uses a different time period. Most of the time required to conduct the recruitment process is around ten months or one year

The process of recruiting companies starts at the planning stage of employee needs. Each field in a company lists the appropriate employee needs. Then from the employee's needs, employees are sought through the selection process. Announcements related to the selection process did not forget to do so that people who need work can find out the information. Information can be reported through several media both print and electronic media. After the information is submitted, the selection process begins.

The stages of the selection process at each company vary depending on the level needed. In Islamic financial institutions there are at least seven processes that must be passed. Based on interviews with Islamic financial institutions and Islamic economics graduates, the selection process is as follows:



Figures 1 Selection Process

Administrative selection is the initial selection. This selection can take the form of two types namely online and offline. On the online selection, job applicants register online by fill their identity and upload the requested files such as cover letter, curriculum vitae, diplomas, transcripts, English abilities

certificate and several leadership certificates (organizations). Few companies requesting a certificate of competence are attached. Later on, is the competency test and English Test when the applicant passed the administrative test. In this test, even though the participant has a competency certificate and English certificate there are several institutions that still hold it. Psychology test, a mandatory test for each employee, is used to see the performance of prospective employees, provide information that is hard to come by if only rely on observation and help map employees to fill positions that suit themselves. Focus Group Discussion is one of the most influential tests for whether employees are accepted or not. The function of the FGD assesses several aspects at once such as understanding the problems around them, the logic of thinking, decision making, initiative, communication skills, self-confidence and so forth. Here prospective employees are demanded to be creative, become a problem solving and see their leadership spirit. Interviews can be done many times, one of which is the HRD interview. HRD interviews emphasize personal jobseeker character recognition and further explain what is written on the CV. This is where the competency certificate is asked if the applicant has it. Companies want to know more about the superiority of character and jobseeker competence. There are several companies that ask for competency certificates. But the main consideration is the assessment of desired employee criteria. If the prospective employee has a competency certificate but it is not in accordance with the criteria of the company, then the company does not accept it and vice versa if the prospective employee does not have a competency certificate but according to the criteria of the company it will be accepted as an employee. Health tests are the last test from employee selection. This test is usually in collaboration with the laboratory to detect the physical condition of prospective employees.

Based on several things that have been detailed, it can be analyzed that the certificate of competence is important to have because it is related to the ability of prospective employees. However, not all companies, especially Islamic financial institutions, ask prospective employees to have competency certificates.

3.2 Certification

Competency certificates are the process of providing competency certificates that are carried out systematically and objectively through competency tests that refer to Indonesian and / or international national work competency standards. This certificate is issued by the Competency Certification Institute (LSP). Not all competencies are offered. The competencies that are released only refer to the National Work Competency Standards (SKKNI). Not all LSPs have the qualifications needed by the company. This certification does not have to be done by prospective employees. Prospective employees that have the desire to focus on certain competency can implement it. Some reasons for prospective employees not to have certification are as following.

Table 4.Reason prospective employee not to have competency certification

Factor	Explanation
Costs	Some jobseekers want certification, but to get a jobseeker certification you have to pay between Rp. 100,000 - Rp. 500,000 for registration fees not including transport and others. On the other hand, the existence of this certification makes the price of jobseekers increase; here the company has its own considerations. The company will prefer to employ standard salary employees and finance education according to competence, rather than employing employees who have competency certification.
Not all companies need the certification	Not all companies need certification; in recruiting employees the company has certain criteria. 60% are performance criteria and 40% are competencies. The company's view is that competencies can be trained but individual performance is innate. Performance criteria are leadership, problem solving, can work in teams, can adapt to the environment and so forth.
Clustering jobs	This happens when the certification of the competencies possessed by the jobseeker is not in accordance with company need. For an example, when a company needs a

Factor	Explanation
	Teller, but the certification held by jobseeker is a credit officer, hence it does not match. This means the existence of certification will categorize the type of work. In fact, most companies need employees who are capable in all fields and can be placed anywhere
Not all LSP have certification qualifications	There are 1,184 LSP in Indonesia. However, only a few of them can provide competency certification related to Islamic finance.
Source: Interview	

Based on this, it can be analyzed; jobseekers and Islamic financial institutions do not need certification. This certification will be needed when jobseekers have been accepted as employees and Islamic financial institutions provide education in accordance with the placement of jobseekers.

3.3 Employee Criteria in Islamic View

Every company has its own criteria related to employees who will work. This is reasonable because each company has its own vision and mission, so employees are obliged to support the vision and mission. However, in general a company will consider employees with the following standards.

Table 5. General Standards of Employee

Standard	Explanation
Honest	An employee must be honest. Honest employees will be easily trusted by everyone. Honest employees can be role models for other employees.
Have Leadership Skill	Having a leadership spirit is needed in work. But a democratic leadership style is highly expected by a company. Leadership can be obtained at universities when jobseekers take part in organizational activities.
Becoming a problem solver	Problem solving is very important because when a company has a problem, an employee must be able to provide a good solution so that the problem can be resolved
Being creative and innovative	A company including sharia financial institutions requires creative employees. Islamic finance cannot develop if the product owned does not develop. Islamic financial institutions require creative and innovative products but still in accordance with sharia provisions
Teamwork	Humans are social beings, so every individual must be able to work in a team. Many positive things can be obtained if we can work in a team such as helping each other solve problems, sharing consideration of a decision, creative and innovative ideas easily available and so forth.
Ease to adapt	Humans who can easily adapt are superior humans. Humans who are easily adaptable are humans who are not easy to stress or feel depressed with work. An employee is not only placed in one position but can move around, so adaptability is very necessary.

Source: Interview

In the human resources management in an Islamic perspective mentioned, good people are human beings who can obey the character of the Prophet Muhammad, likewise with employees. Good employees are employees who not only have the six criteria above, but employees who are able to obey the character of the Prophet Muhammad like:

Table 6. Additional Employee Criteria in Islamic Perspective

Criteria	Explanation
Siddiq	Siddiq is right. True is a noble character that adorns the morals of someone who believes in Allah and in unlawful matters. It is the first characteristic that must be possessed by the Prophets and Apostles sent by God to this world to bring revelation and religion. In the self of the Prophet Muhammad, not only his words are true, but his actions are also true, which is in

Criteria	Explanation
	line with his words. In an employee, employees must be able to carry out their work correctly and can be accounted for
Amannah	Trustworthy, it means that you can truly believe it. If one business is handed over to him, surely people believe that the matter will be carried out as well as possible. This means that an employee must be able to carry out work with a sense of trust so that no work is forgotten.
Tabligh	The meaning of Tabligh is conveyed. All the words of Allah SWT directed by humans, delivered by the Majesty. There is nothing to hide even though it offends the King himself. This means that an employee must be able to deliver or implement correctly what is his duty.
Fathannah	Fathonah means wise. It is impossible for someone the Apostle is stupid or jahlun. This means that employees must have competence both in their fields and individual competencies such as being wise.

Source: Interview

4. Conclusion

Based on the above research, it can be concluded that competency certification is very necessary for Islamic financial institutions but it is not what a jobseeker need. Some factors that underline the insignificance of competency certification for jobseekers are costs, not all companies require competency certification, not all LSPs have certification qualifications and it will clustering job. Hence, it will not reduce the unemployment rate especially unemployment with Islamic economics education. Companies need employees with competencies in accordance with their fields and company standards. However, companies also have individual qualifications in general such as honesty, have leadership, someone who is problem solving, someone who is creative and innovative, team work and adapt quickly. Hence it is suggested that 1.) Competency certification is offered to companies that needed certification based on existing standard; 2.) The university does not need to impose competency certification on students who want to work in Islamic financial institutions 3.) Universities develop individual characters such as developing leadership, team work and so on.

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