

Work Readiness of Accounting Vocational Education Students in Facing the Era of the Industry 4.0 and Society 5.0

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ABSTRACT: *Technological developments in Industrial Revolution Era 4.0 and Society 5.0 have brought significant changes in various sectors, including accounting. As a result, only professional accountants who have competence and skills can adapt to technological developments. This research is focused on assessing the work readiness of accounting vocational education students in preparing themselves for this era. The purpose of this research is to identify the level of work readiness of students at the Bali State Polytechnic Accounting Department and strategies to increase their work readiness. The variables measured are aspects of work readiness in professional skills according to International Education Standards 3 (IES 3). Research data were collected using a Likert scale questionnaire (1-5) and interviews. The number of samples taken were 144 students from 3 Study Programs. The results showed that Bali State Polytechnic accounting students were ready to face the Revolutionary Era of Industry 4.0 and Society 5.0 with an average score of 4.01. Where the highest work readiness is in the Organizational aspect with a score of 4.06, in the D4 Managerial Accounting study program with a score of 4.16, and Women with a score of 4.02. On the other hand, it was stated that his unpreparedness was mostly determined by the Self View factor, namely views on work and confidence in completing it with a percentage of 35.56%. To further improve the work readiness of accounting students, various strategies are suggested, such as: integrating information technology courses into the curriculum, expanding internships, providing training in public speaking, increasing collaboration between academics and industry professionals, and organizing international webinars. By implementing this strategy, the Bali State Polytechnic can ensure that its students are well prepared to face the Revolutionary Era of Industry 4.0 and Society 5.0.*

KEYWORDS: work readiness, accounting students.

INTRODUCTION

The Revolution Industry 4.0 and Society 5.0 era will bring changes to the world of business and industry. This change is not only happening in technology, but also in accounting. Therefore, accounting students must be able to prepare themselves to answer the challenges that will be faced.

Students should pay attention to these trends and keep abreast of the latest developments, including international accounting standards and regulations. They must be ready to learn and develop themselves in order to have work readiness. Where according to Mulyani (2019), that the role of accountants will be replaced by robots with algorithm systems in the next 5 years. Likewise from the results of research by Osborne (2019), that in the next 2 decades certified accountants will be 95% at risk of being automated. Based on these issues, the work readiness of accounting students is needed in facing the Industry 4.0 and Society 5.0 eras.

According to Jollands, Jolly, & Molyneaux (2012), work readiness is a general complex attribute that allows graduates to apply technical knowledge to identify and solve work problems. According to O'Connell, Carnegie, Carter, Lange, Hancock, Hilliary, & Watty (2015), to have work readiness requires professional skills. Accounting vocational education is an educational program that provides training and practical skills in accounting and finance. According to the Law on the National Education System, that the purpose of vocational education is to prepare students to have professional abilities in implementing, developing and disseminating technology and the arts. Thus, the teaching load in the vocational program is structured by prioritizing skills and expertise courses compared to theory. In facing the era of industrial revolution 4.0 and society 5.0, having accounting skills and knowledge is very important. The Industrial Revolution 4.0 is a comprehensive transformation of all aspects of production in the industry through the merger of digital and internet technology with conventional industries. Society 5.0 is an information-based era centered on humans in producing a quality data by combining technological information and physical space. To answer the challenges of the 4.0 industrial revolution, 21st century life skills are needed, known as 4C (Creativity, Critical Thinking, Communication, and Collaboration). In facing the era of society 5.0, basic literacy skills are needed, namely: data literacy, technology literacy, and human literacy. For accounting students, their basic literacy skills can be seen from their professional skills which consist of; Intellectual, Interpersonal communication, personal and Organizational (IAESB, 2019).

Hanani, et al. (2016), in the study Evaluation of Job Readiness of Yogyakarta State University Accounting Students Facing the Era of the ASEAN Economic Community, shows that the work readiness of most accounting students is in the ready category in terms of ethical competency, knowledge competency, human rights values, competency analysis. Wirianata (2017), in research on Competencies of Accounting Major Students and Their Readiness in Facing the World of Work in the Era of the ASEAN Economic Community, shows that ethical competencies, knowledge competencies, and ability competencies have a positive effect on work readiness, while relationship competencies, and analytical competencies have no effect on student readiness. Puryati, et al. (2019), in research on the Prospects and Challenges of Vocational Accounting Education in the Industrial Revolution Era 4.0, shows that there is still interest and market share for D3 Accounting study programs by carrying out several strategies such as; improvement of digital/information technology-based curricula, apprenticeships in companies, and collaborations with companies or other collaborations. Nastiti, et al. (2020), in research on Indonesia's Education Readiness to Face the era of society 5.0, shows that there are four things that universities need to do in order to produce quality graduates, namely; competency-based education, utilization of IoT (Internet of Things), virtual reality, and AI (Artificial Intelligence). Astuti, et al. (2020), in his research on The Readiness of Accounting Students in Facing the Effects of Industrial Revolution 4.0, shows that the level of

student knowledge about industrial revolution 4.0 (85.7%), Student Knowledge about the Effects of Industrial Revolution 4.0 on Accounting (75.1%), students' ability to integrate Industrial Revolution 4.0 technology with courses (82.7%). Lucyana et al (2021), in research on Readiness of Accounting Study Program Students at Bunda Mulia University in Facing the World of Work in the Society 5.0 Era, shows that accounting study program students are ready to face the world of work society 5.0. According to Brady, there are 6 (six) aspects as work readiness factors, namely: Responsibility, Flexibility, Skills, Communication, Self-view, Health and Safety.

METHOD

This research uses qualitative and quantitative methods. Qualitative methods are used to obtain data and an overview of the actual situation (Sugiyono, 2013). Quantitative methods are used to obtain data in the form of numbers which are generally collected through a list of questions (Sekaran, 2016). The research population was students in the last semester of the Bali State Polytechnic Accounting Department. The samples taken were 144 students from 3 Study Programs. The data was collected through questionnaires and interviews with a Likert scale of 1-5. The indicators used in measuring work readiness are aspects of professional skills according to International Education Standards 3, which consist of 23 indicators.

FINDINGS AND DISCUSSION

The Bali State Polytechnic Accounting Department has 3 Study Programs, namely: D3 Accounting, D4 Managerial Accounting, and D4 Tax Accounting. The following is the work readiness of students in the three study programs which are measured based on accounting professional skills.

A. Findings

The work readiness score of accounting students in terms of the aspect of their professional skills is as follows:

1. The average score of student work readiness in Intellectual Skills is 3.91 as shown in Table I.

TABLE I
Student Work Readiness Scores on Intellectual Skills

No.	Indicator	Student Answers (people)						Total Score	Indicator Average
		1	2	3	4	5	Σ		
1.	Evaluate data and information from a variety of sources and perspectives through research, integration, and analysis.	0	2	24	101	17	144	565	3.92
2.	Apply critical thinking skills to solve problems, inform judgments, make decisions, and reach well-reasoned conclusions.	1	1	25	90	27	144	573	3.97
3.	Identify when it is appropriate to consult with specialists.	1	0	23	84	36	144	586	4.07
4.	Recommend solutions to unstructured, multi-faceted problems.	0	6	53	75	10	144	521	3.62
5.	Respond effectively to changing circumstances or new information to solve problems, inform judgments, make decisions, and reach well-reasoned conclusions.	0	2	27	93	22	144	567	3.94
	Average this aspect								3.91

2. The average score of student work readiness in Communication Skills is 4.03 as shown in Table II.

TABLE II
Student Work Readiness Scores on Communication Skills

No.	Indicator	Student Answers (people)						Total Score	Indicator Average
		1	2	3	4	5	Σ		
1.	Demonstrate collaboration, cooperation, and teamwork when working towards organizational goals	1	1	14	70	58	144	615	4.27
2.	Communicate clearly and concisely when presenting, discussing, and reporting in formal and informal situations.	0	4	27	80	33	144	574	3.99
3.	Demonstrate awareness of cultural and language differences in all communication	0	2	18	77	47	144	601	4.17
4.	Apply active listening and effective interviewing techniques.	0	4	21	85	34	144	581	4.03
5.	Apply negotiation skills to reach solutions and agreements.	0	3	26	90	25	144	559	3.95
6.	Apply consultative skills to minimize or resolve conflict, solve problems, and maximize opportunities.	1	1	28	85	29	144	572	3.97
7.	Present ideas and influence others to provide support and commitment.	0	7	33	78	26	144	555	3.85
	Average this aspect								4.03

3. The average score of student work readiness in Personal Skills is 4.04 as shown in Table III.

TABLE III
Student Work Readiness Scores on Personal Skills.

No.	Indicator	Student Answers (people)					Total Score	Indicator Average	
		1	2	3	4	5			Σ
1.	Demonstrate a commitment to lifelong learning	1	3	20	72	43		590	4.10
2.	Set high personal standards of performance and monitor through reflective activity and feedback from others.	1	0	19	94	30	144	584	4.06
3.	Manage time and resources to achieve professional commitments.	1	1	22	83	37	144	586	4.07
4.	Anticipate challenges and plan potential solutions	1	1	30	87	25	144	566	3.93
5.	Apply an open mind to new opportunities	0	2	22	75	45	144	595	4.13
6.	Identify the potential impact of personal and organizational bias	0	3	28	87	26	144	568	3.94
	Average this aspect								4.04

4. The average score of student work readiness in Organizational Skills is 4.06 as shown in Table IV.

TABLE IV
Student Work Readiness Scores on Organizational Skills.

No.	Indicator	Student Answers (people)					Total Score	Indicator Average	
		1	2	3	4	5			Σ
1.	Undertake assignments in accordance with established practices to meet prescribed deadlines.	0	1	13	83	47	144	608	4.22
2.	Review own work and that of others to determine whether it complies with the organization's quality standards.	0	4	22	80	38	144	584	4.06
3.	Apply people management skills to motivate and develop others.	0	3	29	78	34	144	575	3.99
4.	Apply delegation skills to deliver assignments	0	2	27	85	30	144	575	3.99
5.	Apply leadership skills to influence others to work towards organizational goals.	0	2	24	83	35	144	583	4.05
	Average this aspect								4.06

B. Discussion

Based on the results of this study, that the overall score for each study program is as follows:

1. The D3 Accounting students score is 4.08.
2. The D4 Managerial Accounting students score is 4.16.
3. The D4 Tax Accounting students score is 3.75.

It can be shown that the score of student work readiness in each study program is as shown in Table V.

TABLE V

Overall Student Work Readiness Score Based on Study Program

No	Study Program	Intel Skill s	Com m. Skill s	Pers on. Skill s	Orga n. Skill s	Avera ge
1.	D3 Accounting	3.94	4.08	4.08	4.19	4.08
2.	D4 Managerial Accounting	4.08	4.18	4.19	4.20	4.16
3.	D4 Tax Accounting	3.61	3.77	3.77	3.75	3.75

The overall score for each gender is as follows:

1. The Male Accounting students score is 3.94.
2. The Female Accounting students score is 4.02.

It can be shown that the score in each gender is as shown in Table VI.

TABLE VI

Overall Student Work Readiness Score Based on Gender

No	Gender	Intel Skill s	Com m. Skill s	Pers on. Skill s	Orga n. Skill s	Avera ge
1.	Male	3.82	3.95	3.99	3.99	3.94
2.	Female	3.92	4.05	4.05	4.08	4.02

However, there are several factors of student unpreparedness for work, namely: 8.33% they stated because they did not have awareness in carrying out work without being supervised (responsibility), 16.67% did not have the ability to adapt to changes (flexibility), 10.42 % did not have the necessary skills (Skills) 15.97% did not have skills in interpersonal relations (communication), 35.42% did not have a self-view of work (self-view), and 13.19% for reasons of occupational health and safety (health and safety) as shown in Table VII.

TABLE VII
Factors Unpreparedness for student work

No	Factor	Student	Percentage
1.	Responsibility	12	8.33 %
2.	Health and Safety	19	13.19 %
3.	Self View	51	35.42 %
4.	Flexibility	24	16.67 %
5.	Skill	15	10.42 %
6.	Communication	23	15.97

CONCLUSION

Bali State Polytechnic accounting vocational education students are ready to work in the era of the Industrial Revolution 4.0 and Society 5.0. This is indicated by the average work readiness score of 4.01 with a score on each aspect of professional skills as follows:

1. The work readiness score on the Intellectual skill aspect is an average of 3.91.
2. The work readiness score on the Communication skill aspect is an average of 4.03.
3. The work readiness score on the Personal skill aspect is an average of 4.04.
4. The work readiness score on the organizational skill aspect is an average of 4.06.

Furthermore, when analyzed per study program, the work readiness of D4 Managerial Accounting students is the highest with a score of 4.16. When analyzed by gender, the work readiness of female students is the highest with a score of 4.01. However, most students (35.42%) stated that they did not have a self-view as a factor of work readiness.

Based on these conclusions, it is suggested to the Head of the Bali State Polytechnic Accounting Department to increase student competence and adjust the curriculum according to developments in science and technology.

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