

ABSTRAK

PT Yamaha Indonesia Motor Mfg. (PT YIMM) menjalin kerjasama dengan SMK Binaan Yamaha untuk memenuhi kebutuhan Sumber Daya Manusia (SDM) di jaringan bengkel resmi Yamaha Jakarta. Namun terjadi *turn over manpower* yang cukup besar, yang disebabkan oleh kurangnya kompetensi dan kesiapan kerja lulusan SMK. Peneliti berupaya menganalisis pengaruh kompetensi mengajar dan motivasi guru terhadap kesiapan kerja lulusan SMK, serta dampaknya terhadap SDM Yamaha. Penelitian ini menggunakan metode penelitian kuantitatif, dengan menyebarkan kuesioner kepada 131 responden, yang kemudian dianalisis menggunakan analisis SEM-PLS. Hasil penelitian ini mengungkapkan bahwa Kompetensi Mengajar Guru berpengaruh terhadap Lulusan Siap Kerja; Motivasi Guru berpengaruh terhadap Lulusan Siap Kerja; Kompetensi Mengajar Guru berpengaruh terhadap SDM Yamaha; Motivasi Guru tidak berpengaruh terhadap SDM Yamaha; Lulusan Siap Kerja berpengaruh terhadap SDM Yamaha; Lulusan Siap Kerja mampu memediasi pengaruh Kompetensi Mengajar Guru terhadap SDM Yamaha; dan Lulusan Siap Kerja mampu memediasi pengaruh Motivasi Guru (X2) terhadap SDM (Y) Yamaha. Hasil penelitian ini diharapkan dapat menjadi rujukan bagi PT. YIMM dan SMK Binaan Yamaha dalam mengembangkan kurikulum secara *link* dan *match*, supaya mampu melahirkan alumni SMK yang memiliki kualitas SDM dan mampu bekerja sesuai dengan kompetensi dan kebutuhan bengkel resmi Yamaha.

Kata Kunci: Kompetensi Mengajar, Motivasi Guru, Kesiapan Kerja, Pemenuhan Kebutuhan SDM, Bengkel Resmi Yamaha.

ABSTRACT

PT Yamaha Indonesia Motor Mfg. (PT YIMM) collaborates with Yamaha-Assisted Vocational Schools to meet the needs of Human Resources (HR) in the official Yamaha Jakarta workshop network. However, there is a considerable turn over manpower, which is caused by the lack of competence and job readiness of SMK graduates. Researchers sought to analyze the effect of teaching competence and teacher motivation on the job readiness of vocational school graduates, as well as their impact on Yamaha human resources. This study used quantitative research methods, by distributing questionnaires to 131 respondents, which were then analyzed using SEM-PLS analysis. The results of this study revealed that Teacher Teaching Competence affects Job-Ready Graduates; Teacher Motivation affects Job-Ready Graduates; Teacher Teaching Competence affects Yamaha human resources; Teacher motivation has no effect on Yamaha's human resources; Job Ready graduates affect Yamaha's human resources; Job-Ready graduates are able to mediate the influence of Teacher Teaching Competencies on Yamaha human resources; and Job Ready Graduates are able to mediate the influence of Teacher Motivation (X2) on Yamaha HR (Y). The results of this study are expected to be a reference for PT. YIMM and SMK Fostered by Yamaha in developing the curriculum in a link and match manner, in order to be able to produce SMK alumni who have the quality of human resources and are able to work in accordance with the competencies and needs of official Yamaha workshops.

Keywords: Teaching Competence, Teacher Motivation, Work Readiness, HR Needs Met, Yamaha Authorized Workshop