

# Analysis of Cadets' Skill in Envisaging Job Interview through Demonstration Method for Aircraft Maintenance Technology Aviation Polytechnic of Makassar

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## Abstract

This article was based on the readiness of students to face job market in the future, especially considering the competition in getting jobs nowadays will be increasingly stringent. Automatically, the opportunity to get a decent job will be dwindling due to fierce competition of the job seekers. This research aims to (1) Knowing the ability of Aircraft Maintenance Technology cadets at the Makassar Aviation Polytechnic in answering job interviews through the demonstration method. (2) Knowing the Students' perception on the application of the demonstration method in answering job interviews. The research conducted in this article was the application of the demonstration method to cadets/students in facing job interviews in the future. This research used a qualitative method in gaining the data. The research activity was carried out in three meetings using observation data and interviews as data collection instruments. Based on the results of the study, it was revealed that the abilities possessed by Aircraft Maintenance Technology cadets at the Makassar Aviation Polytechnic in answering job interviews through demonstration methods, namely the ability to English speaking, writing Curriculum Vitae (CV) and cover letters in English, and controlling themselves during interviews. As for the cadets' perception of the application of the demonstration method collected through interviews, it showed that the material and methods applied were in accordance with the needs of cadets.

## Keywords

skills analysis  
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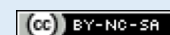
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# Analysis of Cadets' Skill in Envisaging Job Interview through Demonstration Method for Aircraft Maintenance Technology Aviation Polytechnic of Makassar

## Introduction

The aviation industry is a global industry, as evidenced by the rules and regulations that serve as operational references in the aviation industry. This also implies that knowledge, insight, and skills are definitely required to be involved in industrial aviation.

During the recruiting process, the recruiter frequently delivers an assessment of the prospective workers. Companies use assessment to evaluate the quality of applicants before committing to an employment relationship with them. The recruiter considers for two things when assessing a candidate's ability to accomplish the job: technical and behavioral competence.

Technical competence refers to hard skills, abilities, and knowledge that are directly relevant to the job's tasks (e.g. the ability to use software, speaking language, or operating equipment). Assessments that measure technical competence is a kind of exam on a topic, TOEFL, and other specific assignments.

While behavioral competence (behavior) is a soft skill that includes attributes such as attitude, personality, and work style. These competences are not directly related to any specific work, but they are generically related to applicant eligibility and performance, and they are crucial in predicting a candidate's level of success. Leadership, teamwork, stress management, and risk management are examples of behavioral competences. Interview exams, personality tests, work values, work culture, and other assessments that measure behavioral competence examples.

Therefore, it can be concluded that the competition for a job in the current era is escalating.

A potential employee must not only be proficient in the preferred sector of employment, but also have the ability to communicate in an international foreign language, particularly English.

Someone who can speak in a foreign language has a better chance of getting the job he desires, especially in foreign companies. This has an impact on a company's selection process when defining the standards for employing new staff. One of the admission requirements is the ability to speak in English. As a result, it is essential to provide reinforcement in English communication skills so that graduates can compete for jobs that are of interest in the future.

Cadets at Makassar Aviation Polytechnic have received TOEFL, TOEIC, and English language study in general, yet most of them still struggle with the English interview test. Some of the main challenges that cadets face in dealing with English interviews include: a lack of understanding of how to respond to interviews in English, a lack of Conversation practice in English, and a lack of supporting resources in understanding English job interviews, so that participants' insight remains limited.

The demonstration method, according to the researchers, can be an alternative method for overcoming cadets' challenges while looking for jobs afterwards, particularly during the English interview session (job interview). The demonstration method, according to Ndruru (2022), is a method of teaching lessons to students by showing or demonstrating to them a specific process, scenario, or item that is being studied, either actual or imitation, which is typically followed by an oral explanation. While Yamin (2013) describes the demonstration technique as a method of instructing or demonstrating a procedure to an instructor or teacher.

The demonstration method's role is to express something that the giver wants to convey to the recipient. Meanwhile, the demonstration method, as defined by Syah (2016), is a way of teaching that involves presenting things, events, rules, and sequences of accomplishing an activity, either directly or via the use of learning media related to the subject matter or content being given.

Based on several definitions of the demonstration method stated by these experts, the researchers concluded that this method is quite relevant in overcoming the issues encountered by Makassar Aviation cadets.

This is also corroborated by previous study findings on demonstration methods, including; Sartikarani, A. (2014), in his research, *The Influence of Demonstrative Technique on Students' Vocabularies*. The findings revealed substantial variations in student vocabulary between students taught using demonstrative approaches and those taught using standard procedures. The fact that the experimental class's average posttest score was higher than the control class's. It indicates that the employment of demonstration methods has an effect on increasing students' vocabulary.

While according to Arifin (2018). In his research, *Improving Students' Speaking Ability Through Demonstration*. The findings show that the demonstration method works well for improving students' speaking skills. The primary skills that improved significantly were vocabulary and fluency. This is proven by the existence of a substantial difference in speaking progress between students who were taught using the demonstrative method and those who were not. Students can improve their vocabulary and speaking skills.

On the other hand, Sulastri (2013), in her research, *The use of a demonstration technique to teach speaking in a procedure text for third-grade students at SMA 1 Magetan*, indicated that the goal of this research was to assess students' ability to speak after using the demonstrative method. The writer employed descriptive qualitative methods in this study. Students in tenth grade were the participants of this study. The findings of the research was; The students' reactions to the use of demonstrative method in the process of teaching speaking were fairly positive, and this was followed by an improvement in students' speaking skills.

Based on the findings of the several previous researches, the researcher was interested in researching the application of the demonstration technique in English learning, particularly in the preparation material for future job interviews for cadets. The purpose of this research is to determine the ability of Makassar Aviation Polytechnic cadets to answer job interviews using the demonstration method.

Further, the researchers were interested in cadets' perceptions on the use of the demonstration method in job interviews. The research implies that the demonstration method will be beneficial to Aviation Polytechnic cadets in the preparation for job interviews in the future.

## Method

The method used in this research is a qualitative descriptive approach. According to Bogdan and Biklen (1998), qualitative research is defined as follows: (1) it has a natural background as a source of data and the researcher is positioned as the main or key instrument, (2) it is descriptive in nature, (3) it pays more attention to process rather than results or products on its own, (4) it is analyzed inductively, and (5) meaning is an essential matter in qualitative research designs. The research activity was carried out in three sessions, with two courses, TPPU I A and TPPU I B, taking part in this study.

In the process of collecting data, researchers employed two methods: observation and interviews. Observational instruments were used to collect many sorts of research data through various observations, allowing these activities to be carried out in a systematic and guided manner. In this case, observation was used to observe and assess cadets' abilities in research activities. While the interview instrument was meant to assess the cadet's perception of using the demonstration method in answering job interviews.

## Results

### **1. The Cadets' Skill in Answering Job Interview Through Demonstration Method**

Direct observation was the first instrument employed by researchers to obtain data. The goal of observation is to gather information on ongoing activities that may eventually be used as the object of a research study. In this study, researchers employed observation to determine and assess cadets' prior abilities as well as their abilities after receiving material through the demonstration method. The content delivered was material related to "job seeking skills" by applying the demonstration method.

Based on observations from the first meeting of each course, including TPPU I A and TPPU I B, the speaker/instructor began the class by providing the cadets warm-ups. Every cadet voiced their opinion, whether it was on the requirements they had made for their ideal companies or workplaces. During this session, it was clear that the cadets were very enthusiastic about which company they desired to work for.

However, when the cadets were asked to indicate what preparations they had made for working in the future, as well as their ability to speak English, most of them seemed confused and admitted that they did not have adequate provisions. This was further emphasized by the instructor's provision of "Job Seeking Skills" material in the English Proficiency course. Most cadets are clearly unfamiliar with some of the job-search terms offered by instructors, such as Curriculum Vitae, cover letters, and others..

Furthermore, the biggest issue that most cadets have is a lack of capacity to encounter job interviews. Limited vocabulary (vocabularies), lack of confidence (lack of confidence), lack of self-control in interviews, lack of knowledge into the intended company, or inability to deliver interesting and satisfying responses to common recruitment questions.

At the next meeting, the instructor provided material regarding "job seeking skills" by applying the demonstration method. The instructor demonstrated and practiced the most important aspects of job recruitment, such as practicing how to make a correct and attractive Curriculum Vitae and cover letter, and how to answer recruiter's questions both in terms of language and attitude. The content was presented demonstratively so that all the cadets seem focused and capable to understand rapidly since they were immediately involved in this action. In addition, the instructor initiated a sharing session to assess the cadets' weaknesses and strengths and how to overcome these deficiencies.

Based on the results of observation in the third meeting, researchers might conclude that, although not all of them, the ability of cadets in terms of writing is getting better.

Furthermore, cadets' capacity to respond was more structured than before. One thing that has significantly improved was their self-esteem. In order to supporting data from observations, researchers also gathered information from interviews with cadets. Researchers took data from interviews aiming to compare the data between observations and interviews of cadets whether they have similarities or not. Adapun beberapa hasil wawancara taruna adalah sebagai berikut:

**Data Interview:**

*"I feel that my knowledge of English, especially job interview terms, is increasing because previously the problem I had was a lack of vocabulary, practice, and structure (speaking & writing)" (M.A.N – TPPU1A)*

**Data Interview:**

*"The difficulty I feel is when I have to come forward to speak and feel less confidence, but I can now handle it." (shiebel- TPPU1B)*

**Data Interview:**

*"The first challenge was integrating the current language with what I would say and write. And the benefits that I can take from the activity are starting from knowing my personal strengths and weaknesses, being able to practice job interviews, to writing CVs and cover letters". (A.R – TPPU1B)*

## **2. The cadets' perception towards the application of the demonstration method in answering job interviews**

Based on the results of interviews conducted to TPPU 1 A and 1 B cadets, it was stated that the method used in the teaching and learning process, especially job interview material, was in accordance with the needs of cadets in preparing themselves for the work environment later. It will be very helpful for cadets in terms of improving their English language skills, particularly in answering job interviews, including speaking and writing, as well as self-control skills or attitude when answering questions from recruiters.

Cadets responded well to assigned communication, training, and explanations provided. Cadets also felt that the training has helped them to comprehend more. Furthermore, the instructor was open to receiving comments or questions about the problems encountered, and creating an atmosphere of good learning interaction. Cadets felt relieved since the outcomes of their CV, cover letter, and interview replies were promptly revised.

According to the cadets, the feedback and methods were quite beneficial in preparing them for the recruitment process later on. The results of these observations were reinforced by the data of interviews with cadets. The study gathered various responses from cadets on their perceptions of applying the demonstrative method in job interviews. The data collected from interview are as follows:

**Data Interview**

Interviewer: *So, in your opinion, is this method of providing job interview material suitable for your needs in the recruiting process?*

Interviewee: *I think the method used was really appropriate since it serves as a model for us in the future job interview process..". (Y.P – TPPU1A)*

**Data Interview:**

Interviewer: *So, in your opinion, is this method of providing job interview material suitable for your needs in the recruiting process?*

Interviewee: *I think the method used is highly appropriate because the application is also provided by professionals who are experienced in job recruitment." (R.W.T- TPPU1A)*

**Data Interview:**

*Interviewer: In your opinion after participating in this lesson, are the materials and methods provided by the instructor appropriate to your needs?*

*Interviewee: The materials and methods offered were specifically what we needed, and they will be very useful for our provision after graduation. One example is that at first I couldn't produce a great CV, but now I can do it by myself". (Iq.A – TPPU 1A).*

**Data Interview:**

*Interviewer: So in your opinion, how is the method applied by the instructor in delivering the material?*

*Interviewee: I think the strategy is highly appropriate for our requirements; now I can be better in preparing myself, such as mastering myself in identifying my strengths and weaknesses. (S.W – TPPU 1A)*

**Data Interview:**

*Interviewer: So what do you think about the material provided and the methods applied by the instructor? Does it suit to your needs?*

*Interviewee: In my opinion, the provision of material regarding job interviews is very useful and important for preparing for job interviews after we graduate. I think the method used when giving material also covers almost everything needed in a job interview. (M.D.S- TPPU I A)*

**Data Interview:**

*Interviewer: What do you think about the materials and methods used by the instructor? Is it easy to understand?*

*Interviewee: The method used is good and simple for us to understand. I can learn how to apply for a job from the job interview material, as well as what is required and prepared when applying for a job. I can also learn how to create a CV from the job interview.. (A.M.B/ TPPU I B)*

**Data Interview:**

*Interviewer: So what do you think about the job interview material provided to you?*

*Interviewee: In my opinion, the materials given were excellent for getting feedbacks in facing job interview problems. We'll know what steps to take and what questions to expect at the job interview. It is more beneficial since it provides not only knowledge but also direct practice in real life." (M.J.N/ TPPU I A)*

**Data Interview:**

*Interviewer: How do you think about the materials provided by the instructor? Is it beneficial to you?*

*Interviewee: I think it is highly relevant and beneficial whether I want to apply for a job at a company or apply for a job at an airline based on my skills as an aviation engine technician." (A.H- TPPU I A)*

**Data Interview:**

*Interviewer: What do you think about the provision of job interview materials and the methods applied to you in class?*

*Interviewee: The supply of materials and methods use is, in my opinion, quite significant and valuable. Despite the fact that I don't fully comprehend due to a lack of vocabulary." (Y.P. – TPPU I A)*

**Data Interview:**

Interviewer: *In your opinion, how was the provision of material regarding the job interview that you got? Is it suited to your needs to face recruiters in the future?*

Interviewee: *In my opinion, yesterday's activity was really beneficial to me because I had no idea what a CV was before, but now I can create one. Aside from that, the content is ideal for us as final-year cadets looking for jobs after graduation." (M.I.A- TPPU I A)*

**Data Interview:**

Interviewer: *In your opinion, is the job interview material suitable for your future needs? And what about the method used?*

Interviewee: *Regarding the materials and methods provided, I think they are very good because the instructor doesn't just give the material, but also directly practice with us. The job interview material is also very useful." (A.M.A- TPPU I A)*

**Data Interview:**

Interviewer: *In your opinion, how was the provision of material regarding the job interview that you got? Is it suited to your needs to face recruiters in the future?*

Interviewee: *I think the method used yesterday was very good because it was delivered in a relaxed and not tense manner. So the material taught is easy to understand. In addition, the material is also very useful if we have graduated and applied for a job. The method also makes us more confident and mentally prepares us." (N.B- TPPU I B)*

**Data Interview:**

Interviewer: *So what do you think about the job interview material provided to you?*

Interviewee: *In my opinion, the method used to conduct interviews is really useful since it allows us to prepare before having an interview. We can also anticipate the obstacles or difficulties that will be encountered throughout the interview. We may also be more confident in job interviews using this method." (M.Y.A- TPPU I B)*

**Data Interview:**

Interviewer: *So what do you think about the material provided and the methods applied by the instructor?*

Interviewee: *I think yesterday's class was very beneficial, particularly for those of us who want to work after graduating from college. Where we may learn how to apply for jobs, such as how to write a CV or how to perform well in interviews. Yesterday's method, I believe, was highly relevant to today's method, which we demonstrated firsthand as workers and applicants." (J.M.T- TPPU I B)*

**Data Interview:**

Interviewer: *So what do you think about the material provided and the methods applied by the instructor?*

Interviewee: *The method used is the demonstration method. This way of learning is simple and straightforward since we may learn directly from the material presented by demonstrating, style and rules. Therefore, we can understand it easily. (R.M- TPPU I B)*

## Discussion

### 1. The Cadets' Skill in Answering Job Interview Through Demonstration Method

Based on the results of observations during research activities and data from interviews with cadets, the researcher concluded that the ability of cadets in Aircraft Maintenance Technology at Makassar Aviation Polytechnic in answering job interviews through demonstration methods, namely the ability to speak English, write Curriculum Vitae (CV) and cover letters in English, and self-control during interviews.

### 2. The cadets' perception towards the application of the demonstration method in answering job interviews

Based on some of the descriptions of the interview results regarding the perceptions of cadets above, the researchers concluded that the application of the demonstration method in answering job interviews was suitable with the material and needs of cadets. It is supported by the majority of informants' perceptions that providing job interview material through the demonstration technique actually helps them prepare for future job interviews. Furthermore, the use of the demonstration method in providing job interview material is highly successful for cadets since it is supported by simulations and live demonstrations, and enabling cadets to learn what things must be prepared when facing a job interview.

## Conclusion

Based on the results of the research and discussion in the previous chapter, the researchers put forward the following conclusions:

1. The skills of Makassar Aviation Polytechnic Aircraft Maintenance Technology cadets in answering job interviews through demonstrative methods, including ability to speak English, writing CVs and cover letters in English, and controlling themselves during interviews.
2. The Perceptions of Aircraft Maintenance Technology cadets at the Makassar Aviation Polytechnic regarding the application of the demonstration method in answering job interviews, it was stated that the methods and materials were already customized and suitable to the cadets' needs.

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