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## LIFE SKILLS IS ONE OF THE ALTERNATIVE NEW MODELS IN THE WORLD OF EDUCATION TO FORM SUPERIOR HUMAN RESOURCES

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### ABSTRACT

This study aims to determine the effect of the dimensions of life skills to form superior student. The data used are primary data by distributing questionnaires to 299 respondents. The methodology used is structural equational modeling of second order with Amos 23 as software. The results of this study indicate that the dimensions of life skills are subject to making superior student. The contribution of this research is that the curriculum given to students in the future must include elements of life skills. The renewal in this study is that even though life skills are not new, there are still very few studies on this subject, especially for students.

Keywords : life skills, superior students, structural equational modelling

### INTRODUCTION

President Joko Widodo in the first speech was inaugurated as the President of 2019-2024 period, saying that Indonesia has a great potential to progress, by utilizing bonus demographics and creating superior human resources .From the five pillars of the scale of the first priority that President, is the development of human resources. Human resources excels and Indonesia developed into a theme in commemoration of 74 the Indonesian independence of Indonesia, and was strengthened by a letter from the Minister of State secretary No. B-779/M. Sesneg/SET/TU. 00.04/07/2019. July 23, 2019. Why HR Excellence is important for Indonesia.

Demographic bonuses in Indonesia should be utilized to reduce unemployment, (hasibuan, 2017) Indonesia should see how South Korea utilizes demographic bonuses, through the formation of superior human resources. If wrong in preparing the utilization of demographic bonuses, the demographic bonus will only bring disaster to Indonesia, (Oey-gardiner & gardiner, 2014)

Indonesia'S economy can be improved through the formation of superior and innovative human resources, as capital in the face of the 4.0 industry, (Nagy, Ol, & Erdei, n.d.) The Improvement of the quality OF HR is very relevant, and it is time for us to realize the superior human resources, by accelerating and synergize with various

parties. Discussing the superior human resources, certainly very related to the role of educational institutions, colleges, as producers of graduates, who are required to produce quality graduates, so as to support and realize the government policy, namely the development of superior human resources, (Series, 2018). Human resource management involves all management decisions and practices that directly affect their human resources (Sasangka, I., & Zulkarnaen, W. (2019:95). Nevertheless, colleges to produce superior human resources, are not easy. In general, the curriculum and lecturers function, only produce graduates who have the competence proven by the high Cumulative Achievement Index (IPK), while Life Skills that are part of the Soft Skills is noted.

In the millennial era, where digitisation has penetrated All The fields, demanding the existence of superior human resource, resulting from college graduates, life skills are more mainstream THAN IQ, to achieve a glorious future (Duckworth, 2018), and life skills will determine the success of a person in,(wurdinger & Rudolph, 2014) . Eight life skills to be built and owned by graduates, so graduates become the superior human resources in the millennial race. Life skills should be grown to students, including (1) Self Learning Skills, (2) Grit & Resiliency Skills, (3) Creative Problem Solving, (4) Personal Productivity Skills, (5) Mind Management Skills, (6) Professional Skills, (7) Digital Literacy Skills and (8) Money Management Skills.

Preliminary research on Life Skills, which involve 50 students of economics faculty, for undergraduate program (S1) semester 6 and Diploma three (D3) semester 4. The results are as follows.(Table 1-2)

From the preliminary research there is a problem showing that students do not have Life Skills, which is expected to be superior Human resources. The research aims to see the extent to which life skills have an influence on student achievement. The contribution and novelty of this research is because life skills are not something new but still very little research on it. This research can be a new model of education in the future so that the stakeholders can internalize the value of life skills in the education curriculum.

## LITERATURE REVIEW

Human performance will continue to evolve along with increasingly dynamic development and quality needs of human resources that can not be ignored, namely life

skills or life skills needed in entering the workforce, in addition to academic competence, measured through the Cumulative Achievement Index (GPA), (Boxall, purcell, & Wright, 2020). Life skills demonstrate the level of ability, capacity and skills that are indispensable in the face of the dynamics of change in life, so that through life skills, can enjoy life with a happy and happiness, ("Life Skills from the Perspectives of Classroom and Science Teachers," 2018). Graduate College as a successor Generation Nation, which will fill and control the business world and spin the economy wheels. Universities have the obligation to equip graduates, not only academic skills or hard skills, but graduates must have soft skills, help graduates have life skills, which will lead graduates to face challenges and change dynamics and able to solve various problems. Education essentially enhances skills, knowledge, attitudes and abilities that can form self-reliance in learning and solve various problems, (Dewi, Poedjiastoeti, & Prahani, 2017). The educational principles associated with life skills include learning to know, learning to do, learning to be and learning to live together. According to (Norman & Jordan, 1998) one of the models of life literacy that was developed by the University of Iowa of the United States, which currently develops 4-H, includes head (brain), hand (heart), heart and Health (healthy). With 4-H model of life proficiency, human beings have the ability to overcome various living problems, through the ability to think, ability to work, ability to manage the soul/heart and good health quality.

Life Skills Model 4-H, can be explained as follows: Head (head): The prowess of life in the form of knowledge, reasoning, and creativity, including (a) the ability to think like giving birth to ideas, making decisions (decisionmaking), and seeking explanations; and (b) management aspects that include resource utilization for achieving the objectives. Heart, the ability to interact with the environment (social), including (a) the ability to build relationships, communication, cooperation, partnerships, and mutual luck; and (b) the ability to have an attitude that illustrates self-understanding competence, has kindness, and has tolerance to others. Hand, ability of technical skills such as vocational skills. Competence Healthy, self-actualisation skills, and the ability to nurture and develop healthy lifestyles such as appearance, maintain hygiene, and behave healthily. The Formation of life skills, will be influenced by cultural factors, (Street, 2012). Indonesia has a very strong culture of mutual cooperation, togetherness and interdependence are strong enough, making it difficult to assess personal performance.

Meanwhile, the integrated life Skills 4-H model is able to form the optimal success and performance, both individually and in the group (teamworks), (sohmen, 2018). A country's Superior Human resources can move the country to achieve a broad or specific goal. For Indonesia, the superior Human resources development (HUMAN RESOURCE) is expected to encourage Indonesia to be more productive, competitive, and flexibility in dealing with dynamic and risk-effective global challenges (Global & Capital, 2019)

The criteria of superior human resource, including, (Fundamentals of human Resource management, n.d.): 1. Human resource who has a learner character. 2. Human resource are ready to live in a knowledge-based economy and driven by the development of technologically driven and knowledge based technology. 3. Human resources are ready and quickly adapt to technology. 4. Human resources that still can maintain the integrity of the aspects of humanism, such as creativity, manners, morality, common sense and ethics. To produce superior human resources, need to be supported lifeskills (Hanks, 2005) in This study will explore the welding of life Skills (life skills) that are always relevant needed to respond to the dynamics of the development of the Times, namely: 1. Self directed learning (self learning Skills) include: a) Set the skills you want to learn b) Set the Learning Plan c) Self-development through strategy learning by doing 2. Grit & Resiliency Skills, persistence and deep passion to struggle to achieve the long-term goal of being his dream. Includes: a) grow Grit Exercise b) growing mindset growth c) Avoid negative emotion d) out of smartphone addiction traps 3. Creative Problem Skills, skills to solve a variety of critical activities that impact the future. Includes: a) root Problem analysis b) formulated a creative solution plan c) Implementation of the solution plan 4. Personal Productivity Skills, important critical activity skills that can be done for the future. Includes: A. Focus and Attention 1). Avoid various distracting 2). Do Less and obsess 3). Strengthening muscle focus B. Time and Task 1). Write down three important things to work with every day 2).. Work on tasks that require high energy in the morning 3).. Avoid the attitude of postponing nuda jobs 4). Take advantage of freelancers C. Energy 1). The Power of Nutrition 2). The Power of Sleep 3). The Power of Exercise

## METHODS

This method is expected to explain and explore how life skills that occur based on the data obtained can also be known as the relationship between exogenous variables with endogenous variables in the study as the population is the entire student. Also, all student found in the West Java Region in 2020. Determined The number of samples of 299 respondents with the sampling technique used is nonprobability sampling with accidental sampling (Convenience Sampling) where not all members of the population have the opportunity to be sampled in the study, but anyone who happens to meet as a research sample as long as it meets the desired criteria as a sample. The questionnaire made contains questions that represent endogenous and exogenous variables measured with a Likert scale of 1-5, now it is caused by describing the indicators used in the research variable, and the questionnaire alternative answers have also been provided on each question so that respondents can easily choose one alternative solution that is considered following reality. As an analytical tool in this study using SEM (structural modeling equations) to test the relationship between latent variables namely the life skills with student learning achievement, besides that it is also used to test the indicators so that we can assess the quality of measurements that have been carried out in the study, AMOS 23 software is used because the display of AMOS 23 in presenting statistical results is more informative.

## RESULT

The table 3 illustrates the descriptive data based on respondents. From 299 Responden, the most female gender is 210 people (70.2%), the education of the most S1 is 257 people (86.0%), the respondents are most still semester 2, which is 141 people (47.2%) With the most widely-management courses of 210 people (70.2%). ( Figure 1)

The calculation formula is used to predict parameters that dislike a component. The estimation method used in SEM analyses is based on the maximum probability. But before the comprehensive product SEM is created, the aspects make up each one of the variables must be checked first. The test will be performed by taking a look only at regression equation weight consequence in the Amos output table. If there is an estimation value for indicators that have an estimation value of  $< 0.5$ , the indicator can not be represented as a construct.

The Table 4 shows the validation test result of the residual life skills variable, indicating that the loading value obtained in each of the observed variable is larger than 0.05. This means that each evident variable is declared to be valid when creating a construct. Result of the reliability test is shown that the valuation of CR (construct reliability) has to be above 0.7 and VE (extract variance) must be above 0.5 so that it can be proved that the entire construction has good build reliability.

The Table 5 illustrates the validation check result for the higher latent-SDM vector suggesting that the loading value range with each of the observed variable is higher than 0.5. This implies that each demonstrable variable is decided to declare to be valid when forming a construct. Result of the reliability test is shown that the price of CR (construct reliability) is above 0.7 and VE (extract variance) must be above 0.5 so that it can be conclusively proved that the entire construction has good construct reliability.

Based on the Table 6 can be known the value of the path coefficient between the variables positive value means when the Exsogen Variable increases then endogenous varabels will increase. Calculation result of t count is greater than T table (1.960), meaning all Varabel have significant influence in other words all hypotheses acceptable

## DISCUSSION AND CONCLUSIONS

The first dimension of Life skills discussed is Self Learning skills, it is very important. For now we know, what we have learned for years in college, there is not much that can be applied today in the real world of work. How many people are working beyond the judges? How many courses have you learned and never used in the workforce today? The biggest education scandal is to create a massive scale of waste. Then, because of what many years learned, it is completely useless when entering into real reality. Self Learning (or self education) is the skills to do the learning process independently. In order to continually hone the skills we want to master. Self regulated learning is so much more important to this adult, (Amandu et al., 2013; Gentrup et al., 2020; Vrasidas & Glass, 2007). Complex the problems ranging from the easy to the complex such as The man in the work because of his many discrepancies), The failure of students in achieving learning achievements his coursework ,demanding new learning to be initiated and directed by himself. Likewise in today's learning,that learning One is aimed at freeing students from their needs for teachers,so students can continue to study

independently

The second dimension is grit Development Skills. Grit development skills means it's your skill to cultivate persistence, persistence or endurance in your physical sequence, (Park et al., 2020; Sri Education, 2013). Dozens of scientific research shows grit turns the most epic pillar in determining future success. According to the study, this grit can be trained. The high grit can help students to be competent graduates in their field of expertise. The higher social, academic and financial challenges and pressures are also a source of stress for students. Self-adjusting to student-centered learning will require independence and effort or an active role of students as learners.

The third dimension of Creative problem Solving Skills The reality of life is full of various problems and various challenges. And most likely students fail to realize their dreams (either a career dream or a business dream) because you fail to conquer a variety of problems that confront creatively and thoroughly. Creative Problem solving skills meaning is when you encounter various obstacles, then your sense becomes long, and can always find a solution with complete. You continue to creatively find your way out tirelessly, (Kandemir & Gür, 2009; Montag-Smit & Maertz, 2017; Sri Education, 2013). You become resourceful (or have a self-reliance spirit to find a way out; and not a spoiled all-round inquiring ask for answers or solutions).

Dimension to four Personal Productivity Skills. Personal productivity skills means it's the skill to produce something epic (a remarkable) productively, (Babae et al., 2014; Nayibe Rosado Mendinueta, 2017). Unfortunately, so many people are stuck "busy bustle". It looks very busy, multitasking, all the work felt, but after retrospect everything was nothing "high impact" and "remarkable". We spend so much time doing work, but in the end it feels that there is nothing "special" and memorable for our personal potential growth.

Dimension to five Mind Management Skills. Mind management skills is a skill that is also very crucial. Mind management skills means our ability to control and manage the power of our minds to focus, not easily be distraction by noises, while cultivating an optimistic and action-oriented mind, (Amini, 2016; Taucean et al., 2016) Mind management skills is the pillar because all of your actions and behaviors begin with the "power of Mind" in your mind. When your mind is easy to lose focus, or is easily tired and stuck, or is easily trapped in a negative aura (pessimistic, hesitant, easy to blame the

other party, and a variety of other negative thoughts), then the way of future life can be more difficult and steep.

Dimension to six Professional manners. Professional manner or work etiquette that is professionally and full of manners, is important since thousands of years ago, and should remain relevant until the next 1000 years. Ethics is essentially a view of life and guidelines on how the person behaves. And ethics comes from human consciousness which is a clue about which deeds are good and which are bad, (Marketa, 2015; Wolpe, 2006). Ethics is also an assessment of qualifications for a person's actions attributed to a profession that is a job with special skills, demands knowledge and responsibility, devoted to the interests of the crowd, having a professional organization and gaining recognition from the community, as well as a code of ethics, so that ethics is a tool to control oneself for each member of the profession. More firmly it can be said that the role of ethics in the profession as a controlling conscience/code of ethics or not, therefore ethics here is a scientific mirroring in human behavior from the angle of good and bad norms. These moral behavior do not relate to only one or two individuals, or a group of individuals, but belong to any society, even the smallest group of families in a country. With these moral values, the number is likely to have the values that will govern life.

Dimension to the seventh Digital Literacy Skills. A way simple mastering literacy is to embed reading habits. According to Bolderston, 2008; Wolpe, 2006), the foundation for Building mastery of all sciences is a pleasure and reading habit. The Reading Craze is a positive activity that will make a person smarter than someone who does not have a habit of reading a student ready to be a generation who is able to face challenges with mastery of literacy. The intended literacy is information literacy, which can serve so that students are skilled in sorting and using information to be made material in the development of their people. Mastery of the literacy is also important for the young generation to know the development or progress of information. Students are ready to face competition in different aspects of life. For that, literacy should be an instilled culture of early Bukka so as to produce competent capable of understanding, managing, using, analyzing, and transforming information. It can make one able to recognize and develop the potential of self as an increase in the quality of self so as to compete in the international arena

Dimension to eight management skills. To realize students as superior management who has various roles in the organization or his company in the future is obliged to have some skills that can support the smooth activities. The skills of the manager are commonly referred to as management skills or managementskills. Simply put, what is meant by management skills is the individual knowledge and ability of a manager to meet the needs of carrying out certain tasks and also in carrying out their management functions. According to the (Lapiņa et al., 2014; Xu & Wang, 2009) superior human resource is obliged to have 3 basic management skills namely conceptual skills, skills related to others and technical skills. According to him, all three management skills are needed to be able to implement 4 basic functions in management. Based on Robert L. Katz's theory of management skills, engineering skills are more important for managers who are on the lower management level and more significant conceptual skills are required by high level management or peak management. While skills relating to others or Humanity Skills are considered equally important for all levels of management. In the future in the world of education must be included dimensions of life skills because this is a very important element in forming superior resources. Education that has not yet included the life skill dimensions is therefore important to make a breakthrough so that fast resources occur quickly

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FIGURE AND TABLE

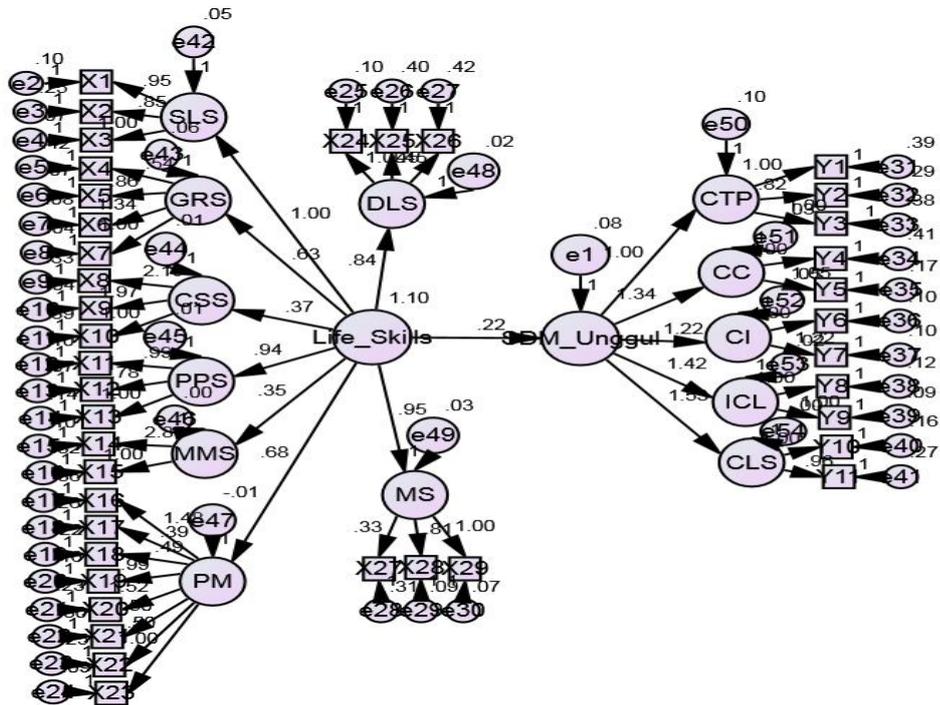


Figure 1. Structural Model Diagram Path

Table 1 Preliminary research Results

No	Types of Skills	Scorecard
1	Self Learning Skills	3.0
2	Grit & Resiliency Skills	3.1
3	Creative Problem Solving	3.2
4	Personal Productivity Skills	3.1
5	Mind Management Skills	3.0
6	Professional Manner	2.9
7	Digital Literacy Skill	3.2
8	Management Skill	2.9
	Average	3.05

Source: Questionnaire, processed, 2020.

Table 2. Interpretation of respondents ' responses

No	Average value of Likert scale	Interpretation
1	1 to 1.8	Very not good
2	1.81 to 2.60	Not good
3	2.61 to 3, 40	Good enough
4	3.41 to 4.20	Good
5	4.21 to 5	Excellent

Source: Questionnaire, processed, 2020.

Table 3 Descriptive

	F	%
Gender		
Male	89	29.8
Women	210	70.2
Education		
D3	42	14.0
S-1	257	86.0
Semester		
2	141	47.2
3	5	1.7
4	125	41.8
5	5	1.7
6	14	4.7
7	2	.7
8	7	2.3
Courses		
Accounting	89	29.8
Management	210	70.2

Table 4, The Validity Test And The Latent Life Skills Variable Reliability

Latent variables	Indicator	$\Lambda$	$\lambda^2$	E	Cr	Ve	
LIFE SKILLS	X1	0957	0916	0096			
	Sls	X2	0877	0769	0251	0950	0863
		X3	0970	0941	0071		
		X4	0506	0256	0418		
		X5	0913	0834	0073		
	S	X6	0959	0920	0077	0949	0829
		X7	0964	0929	0038		
		X8	0841	0707	0330		
	Css	X9	0971	0943	0040	0881	0721
		X10	0550	0303	0385		
		X11	0951	0904	0101		
	Pps	X12	0947	0897	0069	0962	0895
		X13	0934	0872	0143		
	Mm	X14	0956	0914	0102	0842	0742
		X15	0543	0295	0319		
		X16	0866	0750	0362		
	Pm	X17	0477	0228	0258	0947	0702
		X18	0597	0356	0216		

		X19	0869	0755	0159		
		X20	0913	0834	0230		
		X21	0538	0289	0301		
		X22	0580	0336	0250		
		X23	0919	0845	0092		
		X24	0945	0893	0096		
	DLS	X25	0533	0284	0396	0815	0615
		X26	0526	0277	0418		
		X27	0510	0260	0314		
	P	X28	0935	0874	0095	0924	0813
		X29	0969	0939	0067		

Table 5. Superior latent human resource variable validity and reliability test

Latent variables	Indicators	$\Lambda$	$\lambda^2$	E	Cr	Ve	
SUPERIOR HUMAN RESOURCES	Ctp	Y1	0604	0365	0392		
		Y2	0583	0340	0295	0751	0501
		Y3	0609	0371	0384		
	Cc	Y4	0627	0393	0407	0777	0639
		Y5	0794	0630	0171		
	Ci	Y6	0841	0707	0098	0937	0881
		Y7	0881	0776	0102		
	Icl	Y8	0835	0697	0120	0934	0876
		Y9	0874	0764	0086		
	Cls	Y10	0809	0654	0159	0842	0727
		Y11	0708	0501	0274		

Table 6. Hypothesis Test

Variable	Line coefficient	T Count	T table	Description
Life_Skills > SDM_Unggul	0635	7,334	1,960	Meaningful
Life_Skills > Sls	0977	5,937	1,960	Meaningful
Life_Skills > GRS	0941	30,143	1,960	Meaningful
Life_Skills > Css	0954	10,649	1,960	Meaningful
Life_Skills > Pps	0993	32,761	1,960	Meaningful
Life_Skills > Mms	1,013	11,039	1,960	Meaningful
Life_Skills > Pm	1,014	33,436	1,960	Meaningful
Life_Skills > DLS	0989	33,853	1,960	Meaningful
Life_Skills > P	0985	37,471	1,960	Meaningful
Superior HR > Ctp	0756	3,683	1,960	Meaningful
Superior HR > Cc	0936	7,102	1,960	Meaningful
Superior HR > Ci	0897	8,004	1,960	Meaningful
Superior HR > Icl	0969	8,210	1,960	Meaningful
Superior HR > Cls	0999	8,221	1,960	Meaningful