

The Effectiveness of Professional Certification National Agency's Competency Certificate in Supporting A Successful Work World

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Abstract

Tight competition for entering work world requires the prospective workers to master or to have certain skill. The recognition of skill includes not only skill mastered and explained to

the prospective service users in the interview, but it needs strong evidence issued by an official institution, in this case National Agency for Professional Certification (Indonesian: *Badan Nasional Sertifikasi Profesi* or BNSP). This research aims to reveal the recognition and appreciation given by employers or industrial business to BNSP's competency certificate. In addition, it also aims to reveal the experience of certificate holders and the advantage of BNSP's competency certificate in entering work world. Data mining was carried out using interview, observation, and documentation. Data analysis was conducted using an interactive method. The result of research shows that the employers and the Industrial World recognize and appreciate well the BNSP's competency certificate. The companies pay substantial attention to the competency certificate the job applicants have and their placements. However, for certain reason, some companies have not considered competency certificate in personnel placement. In addition, the experience the holders of certificate have related to the advantage of BNSP's competency certificate in entering into work world indicates varying treatments given by the companies. Some companies perceive that it is necessary to consider competency certificate owned in admitting and placing their employees. Meanwhile, some others have not considered it yet. Even they place the employees not according to their specialty, so that they should attend training first before placement.

Keywords: Competency Certificate, being successful in Work World, National Agency for Professional Certification

1. Background

The tighter work competition and the success in entering the work world still become significant challenges to the graduates of schools and universities, although schools and higher education (universities) have equipped their students with quality education. It is due to the gap of academic knowledge school's and University's graduates have and skill needed in the real work world. This asynchronous condition of academic knowledge and skill needed by work world inhibit career advance and affect the success in seeking job wanted.

The attempt the government has taken to deal with the problem is, among others, the organization of competency test through the National Agency for Professional Certification (BNSP)'s Competence Certificate (Setyowati, 2017). This certification is considered as an indicator of knowledge and skill relevant to the job wanted or preoccupied with. BNSP is a national institution governing and legalizing the eligibility of an individual's competency in accordance with the standard specified. The standard specified by BNSP is currently recognized even by ASEAN Union (Fadli, 2014). In practice, this competency certification test is held by Professional Certification Institution (Indonesian: *Lembaga Sertifikasi Profesional* or LSP) of course having official permit or license and eligibility accreditation to hold a competency test from BNSP. This certification process is to test the knowledge and technical ability of participants in certain field, the field for which the certification participants apply. If the certification participants have met the criteria specified by BNSP standard, the participants will be considered having passed through the test successfully and certificate is given to them, indicating that he have competency recognized national in that field (Hapsari, 2016).

The question is how effective is this certificate to enter the work world? The holder of competency certificate, according to Devina (2019), has higher self-confidence to enter the work world. It is because they are sure that the competency certificate will give guarantee to the companies or the institutions they will enter. Particularly, the students or the final-year students with no job experience also believe that the competency they have has been recognized and thereby will increase their selling value in the recruitment of workers, will give them bigger career opportunity, and will equip them with obvious parameter of skill and knowledge, in addition to increasing their self-confidence.

To measure the effectiveness of competence certificate, the author conducted a test on the holder of certificate resulting from competency test held by LSP of UIN Sunan Kalijaga Yogyakarta. LSP UIN Sunan Kalijaga Yogyakarta is the first LSP in Islamic university neighborhood to hold competency test to prepare its alumni for entering work world. LSP UIN Sunan Kalijaga Yogyakarta has issued 600 competency certificates until 2023. However, how effective the BNSP's competency certificate is in supporting the alumni of UIN Sunan Kalijaga Yogyakarta's success in entering work world is still questioned. Therefore, it is important to conduct an evaluation to find out whether or not the institution is effective through this research.

2. Literature Review

Generally, the theme of BNSP's certification has been studied widely. Subijanto (2011), for example, studied the role of state in its relation to workers in Indonesia. This research explains the state's obligation to improve quality and relevance of educational outcome. In addition, State is also responsible for the right to holding competency certification through National Agency for Professional Standard and LSP. Rosani (2022) studied the government's strategy of improving workers' competency. This research analyzes the attempts the government has taken to develop human resources in tourism workers. The strategy taken is, among others, to involve the tourism workers to take a professional competency test with full payment by the government. Saragih and Netty (2020) studied the attempt of improving the quality of study program's graduates based on professional certification. In this study, Saragih and Netty explained the attempt taken by Study Program and LSP to improve the quality of their graduates through holding competency test for the prospective graduates openly and transparently, getting funding source of competency test for students through competition grant, providing pre-competency test certification training for students for free, increasing schemes the students can follow, and increasing the number of competency assessors. The three previous studies discussed the importance of building human resource with competing ability as characterized with the certificate of competency in their field.

Another theme is the improvement of institutional information system as studied by Hartika and Huda (2021) in their study on the design of web-based information system in LSP of Universitas Negeri Padang. This study revealed that it is important for LSP to build WEB in order to be visible to anyone anywhere, so that accession can access it easily. Novaliendry and Azkia (2021) studied the design of WEB-based information system in LSP of Universitas Bung Hatta (Bung Hatta University). This study revealed that the information system design in LSP of Universitas Bung Hatta resulted in the information system focusing on early administration process. Meanwhile, Erawan, Susanto and Winarno (2015) studied the engineering of web-based information system model for competency certification in LSP using UWE driven model. This study resulted in an alternative model of competency certification and license management system in LSP with model-driven system design approach that is more flexible and therefore can be applied relatively easily in many LSPs. These studies focused on the improvement of information system necessary to develop in LSP to make information more accessible in LSP.

Rianto et al. (2023) analyzed the socialization and the training of competency test to enable the participants to take the certification test successfully. The result explained that socialization and training provided to potential (male or female) employees comprising alumni of SMK (Vocational High School) and equivalent, and students and alumni of universities, because commonly they do not understand either the scheme of competency test to be attended or the importance of having competency certificate. Furthermore, Helmud, Kirana and Fitriyani (2021) studied the workshop on professional certification for village apparatuses, Village Council (Indonesian: *Badan Permusyawaratan Desa* or BPD), and Civil servants (*Pegawai Negeri Sipil* or PNS) in Indonesia to face Asian Economic Community (AEC). This study revealed that the workers should have competency certificate enabling

them to compete with others. For that reason, workshop on professional certification is important to face AEC. In this workshop, the materials are presented to the participants concerning the procedures to get BNSP's certification. The participants will be considered as competent in their field if they have passed successfully through the professional certification, as indicated with the presence of certificate. In line with the two studies aforementioned, Wicaksono et al. (2022) explained that soft skill and hard skill training, and facilitation for potential participants of competency test are important to enable them to pass through the competency test successfully. This conclusion was drawn based on the finding of their study entitled "Skill Upgrading to Improve Students and Teachers' Competency in SMK Kristen Petra (Kristen Petra Vocational High School)". This study found that training and facilitation are evidently effective because two teachers having attended training obtained BNSP's certificate successfully after passing through the competency test. The theme of previous studies focused on the importance of socialization, workshop, training, and facilitation for potential participants of competency test to take competency test successfully.

Another theme the author found in this literature investigation is the preparation of competency test materials. Agusjaya, Rostini and Aryani (2022), for example, studied the management of material preparation for competency test (MUK) to prepare for the assessment of student competency. The finding showed that the preparation of competency test involves planning to decide the scheme of certification, organization through good and orderly task distribution, implementation in accordance with scheme needed as the graduates of study program's profile, and evaluation conducted periodically in the quality assurance system of LSP. Meanwhile, Setiawan et al. (2018) studied the management of skill competency test licensed by professional certification institution. The finding of study described the management of competency test of LSP from preparation, implementation, and evaluation to certification publication. It is in line with Yuana (2020) studying the implementation of competency test for vocational teachers viewed from context, input, process, and product aspects. The finding showed that the process implemented is still less optimum, particularly during the observation of competency test implementation.

Based on the literature review aforementioned, the studies on the effectiveness of BNSP's competency certificate is eligible to be continued in supporting the successful performance in work world. This research focused on employers and industries' appreciation to and recognition of competency certificate holders.

3. Method

The research design used was qualitative research. It is because a qualitative research can be the source of description and explanation rooting more in the processes occurring in local context. In addition, this research can establish closer relation to the informants being the target of study. This approach also can give the author an opportunity of revealing the chronology of social events, assessing, and explaining the causal relationship occurring in the local events (Muslim, 2014).

This research was conducted in Universitas Islam Negeri (UIN) Sunan Kalijaga. The main informants employed were alumni of UIN Sunan Kalijaga holding BNSP's Competency

Certificate and users of UIN Sunan Kalijaga's alumni, while the supporting informants was the organizer of LSP UIN Sunan Kalijaga. Informant selection was carried out using criterion technique. Data collection was conducted using observation, interview, and documentation techniques. Data validity test was carried out using diligent observation and triangulation. Technique of analyzing data used was Miles and Huberman's interactive data analysis (1984).

4. Result and Discussion

4.1 LSP UIN Sunan Kalijaga at a Glance

LSP (*Lembaga Sertifikasi Profesi* or Professional Certification Institution) UIN Sunan Kalijaga Yogyakarta is an institution responsible for holding professional competency certification under supervision of UIN Sunan Kalijaga Yogyakarta through conducting activities relevant to BNSP's working program. The establishment of LSP UIN Sunan Kalijaga was based on the Rector of Universitas Islam Negeri Sunan Kalijaga's Decree Number: UIN.02/LSP/04/2029. In its development, this LSP got License Certification from BNSP as the First-Party Professional Certification Institution with the License Number: BNSP-LSP1890-ID, dated February 8, 2021, effective until February 8, 2026. Thus, the certificate of competency test issued by LSP UIN Sunan Kalijaga will be registered and recognized by BNSP.

LSP UIN Sunan Kalijaga as a vision to be a superior, leading, professional, and quality LSP (Professional Certification Institution) in providing locally, nationally, and globally competent and competitive human resources (HR). To achieve this vision, the LSP UIN Sunan Kalijaga implements the following missions:

- ✓ Holding a superior, professional, and quality professional certification to provide competent and competitive human resources;
- ✓ Building synergistic and innovative strategic cooperation with work world;
- ✓ Developing a scheme of competency certification responsive to social, religious, and industrial development and change.

In implementing the vision and mission as well as daily activities in this LSP, the Rector, as the supreme leader of UIN Sunan Kalijaga, published a decree concerning the assignment of executive council of LSP UIN Sunan Kalijaga comprising chairperson, head of quality center, head of administrative center, and head of certification center. It is this executive council that undertakes the function of policy implementation as specified by the steering board of LSP UIN Sunan Kalijaga. Meanwhile, in undertaking its task and function, the LSP of UIN Sunan Kalijaga Yogyakarta refers to the guidelines specified by BNSP. The guidelines, among others, establish the precondition to be complied with to ensure that the certification institution perform consistently and professionally, and thereby is acceptable nationally for the sake of human resource development in the aspects of worker quality improvement and protection.

The activities held by the LSP of UIN Sunan Kalijaga Yogyakarta include competency test, training for competency assessor, training of current competency recognition, training of

certification scheme development, training of competency test material development, and competency assessor refreshment. To respond to the need for competency test, the LSP of UIN Sunan Kalijaga has decided the stages and procedures of application for competency test, as follows:

- ✓ Filing the application for certification requirements in accordance with certification scheme;
- ✓ Filling in the form of certificate application (FR-APL-01) with complete proofs of: copy of Identity Card and Student Card; copy of KHS (Study Plan Card) and KRS (Study Result Card); copy of competency-based training/practical work certificate and 4 pieces of photographs in 3x4 dimension;
- ✓ Application for filling in the form of self-assessment (FR-APL-02) equipped with relevant supporting proofs (if any);
- ✓ Meeting the requirements of certificate and providing any information necessary for training purpose;
- ✓ And paying registration and competency test costs.

The LSP of UIN Sunan Kalijaga Yogyakarta has had 13 competency schemes with 23 assessors until today. These schemes are assistant producer, junior web programmer, Junior MSME facilitator consultant, head of bank operation, account officer credit analyst, HR Admin Specialist, advertisement specialist, programmer, public relation officer, community empowerment facilitator, product planning and control, quality control, and trainer.

4.2 Work World's Recognition of and Appreciation to Competency Certificate of LSP UIN Sunan Kalijaga

Competency certification is an essential process representing an important attempt of proving an individual's expertise and skill level comprehensively. This process comprises a series of activities and evaluation held in structured and systematic manner in the form of competency test. The recognition of competency level is provided by LSP and recognized and approved by BNSP.

BNSP is a national institution operating independently and with an authority under the head of state's direct responsibility. This institution is established to undertake crucial tasks in holding competency test on Indonesian Human Resources (HR). The role played by BNSP in competency authentication is to ascertain that the certified individual has skill and knowledge in accordance with national competency standard.

The presence of BNSP in Indonesia serves not merely as an administrative entity, but also the real manifestation of Indonesian HR quality guarantying council. The LSP under BNSP's supervision is in charge of measuring and recognizing the qualification of individual based on standard specified. In its whole context, the establishment of BNSP by the government is a strategic measure in improving national capacity and competitiveness through ascertaining that Indonesian HR has competency in accordance with market demand and time

development.

Employers and industrial world's recognition or appreciation to BNSP's competency certificate achieved by the alumni of UIN Sunan Kalijaga is the real proof of education quality and work preparedness implanted in the university. This recognition and appreciation can be used as the parameter of LSP UIN Sunan Kalijaga's success in measuring the successful education in UIN Sunan Kalijaga.

The aspects often made the parameter to see the competency of workers are knowledge (cognitive), attitude (affective), and skill (psychomotor). Cognitive aspect involves technical proficiency and understanding of task. Technical proficiency is related to specific knowledge and technical skill relevant to certain job or field. This involves in-depth understanding on concept and principles applied to daily tasks. Task understanding relates to the extent to which subordinates understand their task context. This involves their understanding on recent trend, development, and policy affecting their job.

Employers and industrial world's recognition or appreciation to the cognitive aspect of the holder of BNSP's certificate obtained from LSP UIN Sunan Kalijaga is expressed by the users as follows:

“As a superior, I have paid close attention to Ms. Wana as the alumni of UIN Sunan Kalijaga who holds BNSP's competency certificate and shows very impressive knowledge level, even compared with other employees with the background of other universities. I strongly believe that Ms. Wana can show extraordinary skill level, contribute positively and significantly to the team performance and the achievement of organization's objective” (Interview with NW, December 3, 2023).

Furthermore, attitude (affective) aspect is the extent to which the subordinates comply with norms of work ethic, such as honesty, responsibility, and integrity in undertaking their task, and motivation and commitment. Recognition or appreciation of subordinates' attitude in undertaking their task is expressed by SNS as Reza's superior in the following statement:

“Faisal Reza, as my subordinate staff having gained BNSP's competency certificate, shows high dedication to professionalism and upholds the principles of work ethic in undertaking his tasks. I strongly believe that BNSP's Competency Certification gained by Faisal Reza is not the end of his professional development journey, but the beginning of varying bigger contributions in the future. I am proud of having a subordinate staff with not only high dedication to personal growth but also making work ethic the primary foundation in undertaking this daily tasks” (Interview with SNS, an employee of Bank BRI, December 4, 2023).

Finally, skill refers to communicating skill and teamwork ability. Communicating skill is the subordinate's ability of communicating clearly and effectively, either orally or in writing. This involves an ability of delivering information appropriately and responding well to communication. Meanwhile, teamwork ability is the subordinates' working skill in team, collaboration, and contributing positively to group dynamics, and problem solving ability. This involves creativity and adaptability to face the job challenge.

In relation to the working ability in a team and collaboration HK, as a superior of Masnaiyah Putri Nurwanah explained as follows:

“I strongly believe that Ms. Putri can show extraordinary skill level, contribute positively and significantly to the team’s performance and achievement of organizational objective. ... I strongly believe that the excellence demonstrated by Ms. Putri reflects not only the education she has received but also her dedication to keep learning and developing. A superior, I am really proud of having professional team and high competency. I strongly believe that her contribution will remain to be main pillar in achieving success and sustainable growth for our team and company” (Interview with HK on December 3, 2023).

In relation to the ability of solving problem or adapting to job, HK also admitted that all of these can be seen inside Masnaiyah Putri Nurwanah, as suggested below:

“... I can see that Ms. Putri tends to be skillful and can adapt to dynamic working environment. She shows her ability of dealing with challenges through creativity and innovation, giving her unneglectable added-value in ever-changing working scope just like what occurring today” (Interview with HK on December 3, 2023).

Recognition or appreciation expressed by the superior of Masnaiyah Putri Nurwanah indirectly represents the validity of competency certificate. The validity of competency certification relates to the evaluation on the extent to which the certificate of competency published by BNSP for the alumni of UIN Sunan Kalijaga is recognized as the valid and relevant evidence by employers and industries. As understood, certificate is a strong indicator of competency and qualification as the companies need.

Nevertheless, not all employers or industrial world have put employees with competency certificate onto the appropriate position in accordance to their skill. Competency certificate belonging to Reza, for example, is officer account credit analyst, but when admitted in BRI he was instead placed in teller division. Meanwhile, Masnaiyah Putri Nurwanah was place in the position in accordance with skill she has. It indicates that not all employers or industrial world accept the employees with certificate issued by BNSP. Even those employers or industrial world are willing to hold training for new employees with competency certificate but their position is different from the skill they have. Reza explained this as follows:

“In teller division, before job placement there will be training activity held for two weeks in Bank BRI’s training center located in Kaliurang Street, Yogyakarta. Following the training, there will be On the Job Training (OJT) for 4 (four) days, the working practice still under senior’s supervision, overseeing and guidance, and then placement will be carried out” (Interview with Faisal Reza, October 16, 2023).

4.3 The Experience of UIN’s Alumni Related to the Advantages of BNSP’s Competency Certificate in Entering Work World

The experience of UIN’s alumni related to the advantages of BNSP’s competency certificate in entering work world is an inspiring story revealing how investment in skill and

competency development can provide tantalizing career opportunity. In tighter working competition era, BNSP's competency certificate has been the main driver for the graduates of UIN to achieve the successful career they dream of. This article explores the experience of UIN's alumni to see the advantages or benefits resulting from BNSP's competency certificate in their journey to brighter work world.

Considering the actual finding of study, the competency certificate benefits not only its holder but also the companies. Here are several benefits of competency certificate to its holder:

Firstly, it improves credibility. Credibility is an important aspect to each of individuals. An individual's credibility level affects his relationship to others and whether or not they will be cooperative. Credibility relates directly to trust issue. Building credibility or others' trust in us is not easy. Individuals with high credibility level will find more conveniences in interacting with various people. In a profession, credibility refers to an individual's good image, reputation, and experience in his/he field, and becomes the parameter of trust in an individual's profession.

The advantages of competency certification can help improve an individual's credibility in his field. It is because competency certification indicates that an individual has met standard specified by a certain industry or profession. Having a certificate, an individual can prove that he has skill and knowledge necessary to work in his field. It, of course, can help improve client, coworker, and superior's trust and in turn can help strengthen an individual's career position.

Ria Ida, an alumna of Sharia-based Banking Study Program stated that the certificate of competency she has is very beneficial to her career development.

“The BNSP's competency certificate is very beneficial to my career development. I applied for a job vacancy through enclosing several certificates I had gotten before. Considering those documents, the admission team could see that I have experience with some certified trainings” (Interview with Ria Ida, on October 17, 2023).

The holder of BNSP's competency is an ideal and actually competent figure. It is because to master indicators existing in all units required to be competent, the holders of certificate are required to have high credibility.

Secondly, it improves career opportunity. Competency certification can help improve an individual's career opportunity. Because certification indicates that an individual has met certain standard in his field. It can help distinguish an individual from another having no certificate. The certificate of competency also can help gate for new career opportunity and advance in organization or industry. It is because certificate indicates that an individual has skill and knowledge necessary to fill in certain position.

“Having been accepted, I was placed in Customer Care Division focusing on customer service and excellent service. This is different from the position mentioned in my certification. However, before starting my task in Customer Care Division, BTN (Bank Tabungan Negara) also provided one-month education program specifically related to

customer service. In addition, I also attended On-the-Job-Training (OJT) for two weeks before my official placement. It suggests how helpful the competency certificate is in recognizing my experience and although I was placed onto different position, training and preparation I have received contributes to my success in this job” (Interview with Syauki on October 17, 2023).

The improvement of career opportunity has been predicted by alumni assigned in the division in accordance with the competency reflected on BNSP’s Certificate.

Thirdly, it increases salary and other reward. Another advantage of competency certification is that it can help increase an individual’s salary and reward. It is because the certification indicates that an individual has skill and knowledge necessary to work in his field. Having certification, an individual can prove that he has added-value to company or industry where he works. It can help negotiate higher salary and other reward such as health security, pension security, or performance bonus.

“I believe that there is a relationship between the ownership of competency certificate and the salary increase. However, the effect of competency certificate ownership on salary increase is still relative, particularly when I was still on fresh graduate channel. However, if I have occupied certain position and have supporting certificate, it can improve my opportunity of getting salary increase. The importance of having administration proof that can confirm this claim has been evidenced as well” (Interview with Dimiyati, October 26, 2023).

Fourthly, it maintains work quality. The certification of competency also can help maintain an individual’s work quality. It is because certification requires’ an individual to meet certain standard in his field. The certification process usually involves training and development, test and assessment, and skill and knowledge maintenance through re-certification or sustainable training. Thus, certification can help ascertain that an individual keeps having sophisticated skill and knowledge that in turn can help maintain the work quality and minimize work error or failure.

“Having received this certificate, I think that I have moral responsibility that should be implemented, because without it, moral responsibility will not have a distinctive meaning. Therefore, it is important to ascertain the compatibility of what is explained in the certification to the reality, and it is also important to maintain the preexisting integrity” (interview with Faisal, October 16, 2023).

Fifthly, it supports professionalism and work ethic. The advantage of competency certification also can help support an individual’s professionalism and work ethic. It is because certification requires an individual to comply with ethic and behavior specified by certain industry or profession. In many cases, competency certification involves ethical training and development and professional behavior expected from a practitioner in certain field. Having certification, an individual can prove that he has met this standard and been prepared for acting professionally and ethically in his job.

The competent one is not a versatile individual, but the one skillful in certain job. An

individual's competency can be reflected on some aspects. Firstly, success refers to an individual's ability to achieve positive outcome in his job. Secondly, creativity is an individual's ability of generating alternative ideas in solving problem, with an ability of dealing with various situations faced. Thirdly, innovation referring to an individual to find novelties, including work instrument development, work method, product, and, innovation in the context of their job.

Wana said that to maintain professionalism, she should recall the indicator existing in the competency unit in credit analyst scheme.

“When I undertake the task as credit analysis, I always comply with the guidelines in the frame of credit analyst competency. Moreover, all out of eight competency units involved in the frame correspond to the practices I have applied in the workplace where I work today” (Interview with Wana, October 16, 2023).

Similarly, Dimiyati and Faisal also suggested as follows:

“As the holder of competency certificate, I am committed to keep maintaining the quality of work. Having this certificate reminds me that my ability and skill are always highlighted. Certificate is the concrete evidence suggesting professional ability and compliance with work ethic. During the training, I also got more in-depth understanding on ethics, including high-quality techniques of communicating with customers” (Interview with Dimiyati, October 26 2023).

“Having received this certificate, I think that I have moral responsibility that should be implemented, because without it, moral responsibility will not have a distinctive meaning. Therefore, it is important to ascertain the compatibility of what is explained in the certification to the reality, and it is also important to maintain the preexisting integrity” (interview with Faisal, October 16, 2023)

Sixthly, it improves self-confidence. Self-confidence involves several aspects: confidence in self-ability, optimism, objectivity, responsibility, and rationality. The competency certification also can help improve an individual's self-confidence. Having a certificate, an individual can do his work confidently and surely, and feel more appreciated by his coworkers and superiors. It can help improve an individual's motivation and performance and overcome the feeling of lack of confidence or doubt in work.

Ria Ida's experience with attending the selection of BTN's prospective employees indicates how confident she was in passing through the selection procedure. In the selection process, the ownership of competency highly affected the examiner team or HRD's point of view. And so did it after she has been accepted to be the employee of BTN. Although finally Ria Ida was placed on excellent service position rather than account analyst credit, she also can see and perceive that her placement in that position has been preceded with training activity held by the bank in collaboration with a professional training institution.

“Having attended the training, my comprehension on serving and providing high-quality service improved significantly. It also affected positively my self-confidence. Therefore, I

see the much advantage of holding certificate provided by BNSP or other training institutions” (Interview with Ria Ida, October 16, 2023).

Dimiyati also felt that her self-confidence keeps growing because she feels having strong foundation and potency. She also work with no doubt because she has been equipped with knowledge and skill, and has measured her competency through BNSP’s certification. This is explained by Dimiyati, as follows:

“Having BNSP’s competency certificate, I become more confident because I feel having foundation and potency. I have no doubt at work because I have been equipped with knowledge and skill competency, and my competency has been tested, and I have gotten BNSP’s certificate” (Interview with Dimiyati, October 26, 2023)

5. Conclusion

Considering the result of study, it can be concluded that the employers and the Industries’ recognition of and appreciation to BNSP’s competency certificate belonging to the alumni of UIN Sunan Kalijaga Yogyakarta has been fairly good. The companies paid substantial attention to the competency certificate the job applicants have and their placement. Nevertheless, for certain reason some companies have not considered yet the certificate of competency in the personnel placement. It is in line with the experience suggested by the alumni of UIN related to the advantage of BNSP’s competency certificate in entering the work world, in which companies or superiors show varying treatment. Some of them thought that the companies or leaders consider the competency certificate in admission and placement. Meanwhile, some others have not considered it yet. Even some job applicants were placed in the position different from their competency, so that they should attend the training first before the placement.

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