The Development of Professional Competency Certification Assessment Model for Junior Mobile Programmers

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Dony Novaliendry^{1,2}([⊠]), Ahyanuardi¹, Irma Yulia Basri¹, Noper Ardi³, Nathasyah Utami Hakim¹, Muhammad Fadilh Putra Pratama¹, Nenny Mahyudin⁴ ¹ Universitas Negeri Padang, Padang, Indonesia ² National Kaohsiung University of Science and Technology, Kaohsiung, Taiwan ³ Politeknik Negeri Batam, Batam, Indonesia ⁴ Department of Early Childhood Education, Universitas Negeri Padang, Padang, Indonesia dony.novaliendry@ft.unp.ac.id

Abstract-Indonesia's Vision 2045 is an essential basis to determine the direction of the country's development in line with four main pillars which include the development of human resources (HR). This involves producing quality, healthy, intelligent, adaptive, innovative, and skilled human resources with character. The achievement of this goal requires the improvement of the competence and professional certification quality towards ensuring HR are reliable and competent in different fields such as the vocational area which involves Informatics Engineering (IT). Therefore, this research was conducted based on the gap observed in HR which is indicated by a lower proportion of Indonesian workers in the IT field compared to other ASEAN countries. It was also observed that the assessment process and results of the Junior Mobile programmer scheme by the Professional Certification Institute (LSP) for Digital Technology have not been optimally tested. This is indicated by the fact that the assessment activities are being conducted without the full implementation of a centralized and systematic technology-based system, thereby causing problems in the remote assessment process. Moreover, professional associations, academia, and industry were not involved in designing a tested and reliable assessment model. I this research was conducted from March 2022 to December 2023 with the trial subjects from the Digital Talent Scholarship (DTS) training program, Vocational School Graduate Academy (VSGA) of the Ministry of Communications and Informatics. There were 40 sessions which consist of 20 for the experimental class and 20 for the control class. Furthermore, the data collection instruments included questionnaires, documentation, interview guides, observations, and competency tests while descriptive and quantitative analyses were conducted through the I'ken V and factor analysis tests using the LISREL and SPSS applications.

Keywords-assessment, competency certification, Junior programmer

1 Introduction

The Indonesian government is trying to build superior, cultured, and expert citizens in science and technology. This is in line with the country's Vision 2045 and the 2020-2024 RPJMN which is focused on having quality human resources (HR), snowballing economy, as well as a clean, solid, and democratic country. However, according to the BPS, the proportion of education graduates in Indonesia is lower at approximately 40.60% compared to other ASEAN countries. It was also discovered that the government and the poor lack the ability to explore technology (Mwangi, 2020).

Digital transformation was observed to have influenced economic development in Indonesia, thereby leading to an increase in the need for Informatics Engineering (IT) experts in the programming field (Sikandar et al., 2022). It was observed that the number of skilled and reliable HR programmers is minimal and unable to meet the demands of the digital industry. This creates a considerable gap as indicated by the programmer power crisis and the importation of experts from abroad (Setiawan, 2019).

The production of reliable HR requires conducting competency certification tests based on the Indonesian national work competency standards. According to (Setiawan, Widiyanti & Sunomo, 2018), the certification by the Professional Certification Institute (LSP) is usually preceded by an assessment process to ensure the competence of the individual satisfies the requirements and standards set with a focus on the cognitive, skills, and affective aspects (Andiani, Hajizah, & Dahlan, 2020; Nento, 2018; Setiawan, Widiyanti & Sunomo, 2018).

A problem observed during the assessment of the Junior Mobile programmer scheme run by LSP Digital Technology is the lack of involvement of Professional, Academic, and Industrial Associations in the process of designing the model. Moreover, there is no full optimization of online, remote, and digitalization systems in the assessment process. It was also reported that the model being applied has not been tested and this means there is no guarantee of certification for alumni to become employable or digital entrepreneurs (Agustien, Umamah, & Sumarno, 2018; Candra et al., 2022; Huda et al., 2021). These problems indicate the need to develop an assessment model for IT competency certification for vocational school graduates (Iswahyudi et al., 2019; Cherednichenko, 2020; Ardi & Isnayanti, 2020).

There is a need to develop an IT competency assessment model to certify vocational alumni through the Ministry of Communications and Information Technology's Vocational School Graduate Academy (VSGA) program to ensure they become Digital Talent Preneurs (Digital Talent Entrepreneurs). This is important to ascertain the implementation of a digital-based assessment system involving professional associations, academics, and industry which is required to form professional behavior among reliable, ready-to-work, and ready-to-be-entrepreneur Junior Mobile Programmers. It is important to note that the specifications of the product to be developed include model books, web-based e-assessment systems and their applications, modules, and manuals (Ardi, 2021)(Van et al., 2022)(Vaicondam et al., 2022). Therefore, this research focuses on developing a professional competency certification assessment model for Junior Mobile Programmers to improve the relevance and quality of their professional competence and certification.

2 Materials & method

2.1 Assessment

According to (Zainal, Priyatni, & Widiati, 2018; Muri, 2015; Nurhikmah & Kadarwati, 2021), assessment is a series of processes conducted to obtain information needed to design policies and make decisions within the scope of programs, measuring instruments, institutions, and others such as the position and means of measuring success in learning. Meanwhile, the self-assessment model is proposed to measure competence (Levett-Jones et al., 2011; LeMone & Burke, 2008; Khampirat & Bandaranaike, 2019).

2.2 Competency

Competence is defined as the ability to do a job due to the possession of certain skills, cognition, and attitudes (Devi & Suartana, 2014). Previous research (Ducrot & Shankararaman, 2015; Shankararaman & Ducrot, 2016) divided the learning life cycle and competency framework into 5 phases which include content design, assessment design, content delivery and assessment, assessment feedback, and content review. Moreover, Iceberg (Yuan et al., 2013) also developed a competency model to train staff as indicated in the Figure 1.



Fig. 1. Iceberg Model

Another competency development model by (Triyono et al., 2019) is as follows.



Fig. 2. IT-Based Competency System Development Model

A person's competence needs to be constantly developed in line with the present and future standards (Irmawati, 2017). This is the reason the professional certification process at LSP is required in HR development. The institution, however, needs to obtain the National Professional Certification Agency (BNSP) to maintain credibility and consistency.

Junior Mobile Programmer is a certification scheme which is based on the Indonesian National Work Competency Standards. It is focused on developing the skills to create and develop mobile-based software with the Android operating system as currently required in the industry. An individual with this certification is required to engage in junior or primary level mobile Programming such as writing and creating software and operating systems.

2.3 Competency and professional certification

A profession is defined as a field of work with functions and duties requiring a person to fulfill some competencies related to the domain (Lau et al., 2011) such as the development of interest-based competencies toward careers in information technology. Moreover, (Alkiş & Ozkan, 2010) applied the Technology Accepted Model (TAM) to design e-assessment using a web-based assessment feature as indicated in the Figure 3.



Fig. 3. Development of the TAM Model in the Implementation of e-assessment

The institution with the authority to issue competency certification is BNSP and this means it needs to adopt an international examination system such as Cisco (Dedrick et al., 2019). This is to ensure the competency test venues and the participants work in line with the assessment principles set by BNSP.



Fig. 4. Model Driven UWE Professional Certification

2.4 Conceptual foundation

The basic foundation to develop a professional competency certification assessment model for Junior Mobile Programmers is to improve the quantity and quality of DTS program graduates from the scheme. It was observed that the assessment model currently being applied is not in line with the certification test conducted by the Digital

Technology LSP because it is conventional and does not involve several parties in the assessment process.

The variables used in developing the model were adopted from several relevant previous research which have been updated to include a more authentic experience of industry needs, assessment of the junior professional competency certification for Mobile Programmers, digital technology, online activities, and IDIC. This is necessary to achieve the quality assessment, accreditation, and improvement of professional competence.

Researcher (Year)	Research Title	Research Conducted
(Handayani & Harsono, 2016)	Regarding the Technology Acceptance Model (TAM) Application	Technology Accepted Model
(Devi & Suartana, 2014)	TAM Analysis	Technology Accepted Model
(Sukardi & Soenarto, 2015)	Industry Needs-Based Assessment	Model Assessment AILIS
(Dedrick et al., 2019)	Engineering Certificate in Medicine	IT Certification
(Erawan et al., 2015)	Competency Certification Web Information System Model Engineering	Professional Certification
(Vinanda et al., 2019)	Development of an Assessment Information System for Professional Certification Institutions	Professional Assessment
(Irmawati, 2017)	Automation of Assessment Documents at Professional Certification Agencies.	Professional Certification
(Erawan et al., 2017)	Information System for Competency Certification Services at LSP MIKA Based on IT and Web	Service Information System
(Wa et al, 2017)	Designing a Web-Based Information System to Provide Monitoring Features for PLN Employee Certification	Service Information System
(Sukma et al., 2019)	Effect of TAM and Trust on Social Media User Intentions	Technology Accepted Model
(Sayekti & Putarta, 2016)	The Application of the TAM Model in Testing Regional Financial Information Systems	Technology Accepted Model

2.5 State-of-the-art research

2.6 Method

The Borg and Gall method was adopted for Research and Development through the following stages:



Fig. 5. Design of the Educational Research & Development (R & D)

The 10 steps involved in this method were simplified into 4 which include 1) data collection, 2) product planning and design, 3) development, and 4) validation and trial phase.

FGDs were conducted with experts in vocational education, evaluation and assessment, linguistics, IT, and competency certification. The experimental subjects were 40 participants from the VSGA Kemkominfo program training of DTS with 20 used for the practical class and 20 for the control class. The research instrument used to obtain data on competency certification includes observation and interview guides after which documentation was made on the background, circumstances, report on the results of competency certification, and other information from LSP. Moreover, the competency of the participants was determined through written, practical and oral examinations. The data obtained were analyzed using inferential and descriptive analysis. This involved the application of the I'ken V test to determine the validity and practicality, SEM LISREL to evaluate the effectiveness of the model, and SPSS for the competency test.

The indicators of success were achieved by focusing on research problems and objectives as well as relevant research. The variables tested in designing the preliminary model include the level of professional competency certification assessment model for Junior Mobile Programmers, web-based e-assessment applications, and other supporting products such as model books, manuals, as well as implementation success and its subsequent impact.

3 Results and discussion

3.1 Results

The effectiveness of the professional competency certification model developed for the Junior Mobile Programmer scheme was tested by comparing the pretest and posttest

scores of 30 research respondents, and the processes involved are explained in the following sub-section.

Written test. The written test was used to determine and measure the intellectual capacity or thinking function of the respondents and the results obtained after data processing are stated in Table 1:

Descriptive Statistics								
	Ν	Minimum	Maximum	Mean	Std. Deviation			
Pre_Eks	30	50	77	66,47	6,942			
Pos_Eks	30	80	100	87,83	5,820			
Pre_Kon	30	50	80	66,97	7,559			
Pos_Kon	30	60	90	76,93	6,938			
Valid N (listwise)	30							

Table 1. Pre-Test and Post-Test Results

Table 1 shows that the average ability score of the respondents for the pretest was 66.47 and this increased to 87.83 after the learning has been provided. Meanwhile, the detailed distribution of the pretest data based on the experimental interval classes is further stated in Table 2:

Pre_Eks							
		Frequency	Percent	Valid Percent	Cumulative Percent		
Valid	50	1	3,3	3,3	3,3		
	60	10	33,3	33,3	36,7		
	65	6	20,0	20,0	56,7		
	70	4	13,3	13,3	70,0		
	74	3	10,0	10,0	80,0		
	75	5	16,7	16,7	96,7		
	77	1	3,3	3,3	100,0		
	Total	30	100,0	100,0			

Table 2. Experimental Class Pretest Results

The frequency distribution of the posttest in the experimental class is also presented in Table 3.

Pos_Eks							
		Frequency	Percent	Valid Percent	Cumulative Percent		
Valid	80	4	13,3	13,3	13,3		
	81	2	6,7	6,7	20,0		
	83	1	3,3	3,3	23,3		
	84	2	6,7	6,7	30,0		
	85	5	16,7	16,7	46,7		
	87	1	3,3	3,3	50,0		
	89	2	6,7	6,7	56,7		
	90	6	20,0	20,0	76,7		
	92	1	3,3	3,3	80,0		
	95	4	13,3	13,3	93,3		
	100	2	6,7	6,7	100,0		
	Total	30	100,0	100,0			

Table 3. Experimental Class Posttest Results

The table shows that the average ability of the respondents during the pretest was 66.97 and the training provided increased the ability to 76.93. Meanwhile, more detailed distribution of the pretest data for the control interval classes is indicated in the following tables.

Pre_Kon							
		Frequency	Percent	Valid Percent	Cumulative Percent		
Valid	50	1	3,3	3,3	3,3		
	55	1	3,3	3,3	6,7		
	56	1	3,3	3,3	10,0		
	59	2	6,7	6,7	16,7		
	60	4	13,3	13,3	30,0		
	63	1	3,3	3,3	33,3		
	64	1	3,3	3,3	36,7		
	65	3	10,0	10,0	46,7		
	68	1	3,3	3,3	50,0		
	70	5	16,7	16,7	66,7		
	71	1	3,3	3,3	70,0		
	73	1	3,3	3,3	73,3		
	74	2	6,7	6,7	80,0		
	75	4	13,3	13,3	93,3		
	78	1	3,3	3,3	96,7		
	80	1	3,3	3,3	100,0		
	Total	30	100,0	100,0			

Table 4. Pretest Test Results for Control Class

Pos_Eks								
		Frequency	Percent	Valid Percent	Cumulative Percent			
Valid	80	4	13,3	13,3	13,3			
	81	2	6,7	6,7	20,0			
	83	1	3,3	3,3	23,3			
	84	2	6,7	6,7	30,0			
	85	5	16,7	16,7	46,7			
	87	1	3,3	3,3	50,0			
	89	2	6,7	6,7	56,7			
	90	6	20,0	20,0	76,7			
	92	1	3,3	3,3	80,0			
	95	4	13,3	13,3	93,3			
	100	2	6,7	6,7	100,0			
	Total	30	100,0	100,0				

Table 5. Posttest Test Results for Control Class.

3.2 Prerequisite test

Homogeneity test statistics were conducted to determine the homogeneous data while the Kolmogorov-Smirnov test was applied to assess the normality. Moreover, paired sample t-test was used to determine the possible changes between the experimental and the control classes using the SPSS version 25 program.

Homogeneity test. The homogeneity of the data used for analysis in the two groups was determined using the Levene Statistical Test and the results are presented in Table 6.

Test of Homogeneity of Variance								
		Levene Statistic	df1	df2	Sig.			
Hasil Belajar Siswa	Based on Mean	,731	3	116	,536			
	Based on Median	,858,	3	116	,465			
	Based on Median and with adjusted df	,858	3	115,200	,465			
	Based on trimmed mean	,771	3	116	,513			

Table 6. Homogeneity Test

Table 6 shows that the sig value obtained from the test was 0.536 and this is more than 0.05, indicating the data used are homogeneous because the value has a considerable probability of sig > 0.05.

Normality test. A normality test was conducted to determine whether the research data were normally distributed. This is necessary because standard data is an absolute

requirement to perform parametric statistical analyses such as paired samples and independent t-tests. In parametric statistics, two kinds of normality tests are often used and these include the Kolmogorov and the Shapiro-Wilk tests and they were both applied as indicated in Table 7.

Table 7. Normality Test

		Tests of N	ormality				
	Kolmogorov-Smirnov ^a Shapiro-Wilk						
	Kelas	Statistic	df	Sig.	Statistic	df	Sig.
Hasil Belajar Siswa	Pre Test Eksperimen	,159	30	,052	,937	30	,07
	Post Test Eksperimen	,204	30	,003	,933	30	,06
	Pre Test Kontrol	,156	30	,061	,961	30	,33
	Pos Test Kontrol	,137	30	,154	,964	30	,39

Table 7 shows that the pretest value for the experimental and control classes was 0.076 and 0.330, respectively, which are more than 0.05, indicating the data are normally distributed. A similar trend was reported for the post-test with 0.060 and 0.397, respectively, which are also more than 0.05, showig normal distribution. This shows that the significance value (sig.) for all data in both the Kolmogorov-Smirnov and the Shapiro-Wilk tests are > 0.05. It was concluded that the research data are normally distributed and parametric statistics such as paired sample t-tests can be applied for analysis to determine the difference in learning outcomes between the students taught using information systems media and those prepared using conventional media, specifically web programming schemes.

3.3 Independent sample t-test

An independent sample t-test was conducted to determine the difference in learning outcomes between respondents taught using the professional competency certification model developed for the Junior Mobile Programmer scheme and those who did not take the certification. The hypotheses formulated are stated as follows:

H0: There is no difference between the learning outcomes of participants taught using the competency test and certification training model and those who used conventional media.

Ha: There are differences in the learning outcomes of participants taught using the competency test and certification training model and those who used conventional media.

The results for the experimental and control classes are presented in the Table 8.

		Levene for Eq of Var	e's Test juality iances	t-test for Equality of Means						
		F	Si	т	Df	Sig.	Mean Differ	Std. Error	95% Confi Interval o Differer	dence f the ice
Nilai	Foual variances	г	.51g.	1	DI	(2-tailed)	ence	Difference	LOW	Op
Test	assumed	,188	.666	2.424	58	.019	4,233	1,474	,737	7,730
	Equal variances not assumed			2.264	57,844	.019	4,233	1,474	,737	7,730

Table 8. Test Results of independent sample t-test

Table 8 shows that the F-count Levene test was 0.188 with a probability of 0.666 > 0.05 and this means the variance is the same. The t-count value at this equal variance was recorded to be 2.424 with a significant chance of 0.019 (two-tailed) while the t-table was 1.697. This means t-count > t-table or 2.424 > 1.697, hence, Ha is accepted and Ho is rejected. It was concluded that there are differences in the learning outcomes of participants taught using the competency test and certification training model compared to those trained using conventional media. Moreover, the summary of the inferential statistics results is presented in Table 9.

Table 9. Summary of Inferential Statistical Results

Group Normality Test		Homogeneity test	T-Test
Experiment	Normal	11	H_0
Control	Normal	Homogen	Rejected

Table 9 shows that the data used for both the experimental and control groups are homogeneously and normally distributed. The subsequent independent sample t-test conducted further indicated differences in the learning outcomes of participants taught using the model developed and those trained using conventional media. The detailed results of these analyses are presented in the appendix.

3.4 Observation test

The Junior Mobile Programmer scheme was practically observed and assessed based on certain indicators such as work preparation, processes, results, attitudes, and time, and the results are presented in the following table.

Table 10 shows that the experimental class which applied the model developed has higher average values compared to the control class.

Indicator	Experiment class	Control class
Work preparation	84,44	72,00
Work process	90,00	70,96
Work result	89,90	70,49
Work attitude	91,33	77,00
Time	88,67	74,44

Table 10. Assessment of Learning Outcomes through Practical Tests

4 Conclusion

This research develops a valid, practical, and effective Junior Mobile Programmer professional competency certification assessment model. The purpose is to provide practical benefits in the field of education, specifically technology and vocational education, through the increment in the relevance and quality of competence and professional certification. The research and development process involved the application of the Borg and Gall method which was modified to include data collection stages starting from 1) the Preliminary Research and Needs Analysis; 2) Planning and Product Design including model design, web-based e-assessment system and its application, model books, modules, and guidebooks; 3) Development conducted by making applications, model books, other products, and FGDs; and 4) Validation and Trial involving validation, practical tests, model implementation, and effectiveness assessment.

The findings showed differences in the learning outcomes of participants taught using the model developed and those trained using conventional media. This was indicated by the t-count value at equal variance which was recorded to be 2.424 with a significant probability of 0.019 (two-tailed) while the t-table was 1.697. This indicates t-count > t table or 2.424 > 1.697, thereby leading to the acceptance of the Ha and rejection of the Ho.

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7 Authors

Dony Novaliendry is with Universitas Negeri Padang, Padang, Indonesia and National Kaohsiung University of Science and Technology, Kaohsiung, Taiwan (email: dony.novaliendry@ft.unp.ac.id).

Ahyanuardi is with Universitas Negeri Padang, Padang, Indonesia. (email: ahya5216@ft.unp.ac.id)

Irma Yulia Basri is with Universitas Negeri Padang, Padang, Indonesia. (email: irmayb@ft.unp.ac.id)

Noper Ardi is with Politeknik Negeri Batam, Batam, Indonesia. (email: <u>noper-ardi</u> <u>apolibatam.ac.id</u>)

Nathasyah Utami Hakim is with Universitas Negeri Padang, Padang, Indonesia.

Muhammad Fadilh Putra Pratama is with Universitas Negeri Padang, Padang, Indonesia. (email: <u>fadilputra79@gmail.com</u>)

Nenny Mahyudin is a lecturer in the Department of Early Childhood Education, Faculty of Education, with Disciplines including Educational Psychology, Developmental Psychology, Clinical Psychology, Educational Assessment, Educational Technology, Pre-school Education. (email: <u>nennymahyuddin@</u> <u>fip.unp.ac.id</u>)

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