

## **Advantages Of The English Test Toward Job Opportunities**

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### **ABSTRACT**

**IMRAN HARDI, 2021.** *Advantages of The English Test Toward Job Opportunities.*  
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This research aims to find out the benefits provided for the ownership of English test certificate (TKBI) for job seekers and employees in a job. The need for English test that is used at the level of education as a condition to complete the study is now starting to penetrate into recruitment requirements in the world of work. Therefore, the policy of English test becomes a condition of recruitment of workers in various agencies is currently the main topic.

This study uses a qualitative case study research method with the design of participants from job seekers and employees as research objects. The object studied consisted of 5 people consisting of 2 job seekers and 3 employees from different agencies and for data collection sourced from observations, interviews, and documentation.

The results of the study showed that the participants supported the many benefits obtained from the ownership of English test certificates, especially to support their careers in the world of work. But on the other hand, this study also found the conclusion that the policy to make the English test a condition of recruitment in various agencies is still not appropriate to apply and the application of the test must adjust to the needs of the relevant agencies.

**Keywords:** *Opportunities, English Test, Advantages, Jobseeker*

## **ABSTRAK**

**IMRAN HARDI, 2021.** Keunggulan Tes Bahasa Inggris Terhadap Peluang Kerja. Dibimbing oleh Patahuddin dan Ika Yanti Ziska.

Penelitian ini bertujuan untuk mengetahui manfaat yang diberikan atas kepemilikan sertifikat tes Bahasa Inggris (TKBI) bagi para pencari kerja maupun karyawan dalam suatu pekerjaan. Kebutuhan tes Bahasa Inggris yang penggunaannya ditingkat pendidikan sebagai syarat untuk menyelesaikan study kini mulai merambah menjadi syarat perekrutan dalam lingkup dunia kerja. Untuk itu kebijakan akan tes Bahasa Inggris menjadi syarat perekrutan pekerja diberbagai instansi saat ini menjadi topik utama.

Penelitian ini menggunakan metode penelitian case study kualitatif dengan desain peserta berasal dari pencari kerja maupun karyawan sebagai objek penelitian. Objek yang diteliti berjumlah 5 orang terdiri dari 2 orang pencari kerja dan 3 orang karyawan dari instansi yang berbeda dan untuk pengumpulan data bersumber dari observasi, wawancara, dan dokumentasi.

Hasil dari penelitian menunjukkan bahwa para peserta mendukung akan banyaknya manfaat yang diperoleh dari kepemilikan sertifikat tes bahasa Inggris terutama untuk menunjang karir mereka di dunia kerja. Namun disisi lain, penelitian ini juga menemukan kesimpulan bahwa kebijakan untuk menjadikan tes Bahasa Inggris sebagai syarat perekrutan diberbagai instansi masih belum tepat untuk diterapkan serta penerapan tes harus menyesuaikan dengan kebutuhan instansi terkait.

**Kata Kunci: Peluang, Tes Bahasa Inggris, Keuntungan, Pencari Kerja**

## Introduction

Language is the ability of humans to communicate and interact with those around them as social beings to express their own intentions and purposes. This gave rise to the pivotal role of a language that builds other global aspects. Such as education, technology, business, science, economics, and others. Language can be expressed by word and gesture movement, but in general use, the language used is verbal (spoken) language expressed by word or sentence. Everyone may wonder how many languages humans use in the world. A recent study revealed the number, which is as many as 7,000 languages and is spoken by nearly seven billion people. English is one of the languages that has been worldwide and has been used as one of the international languages where the language is very interested in students not only foreign but also the existence strongly affects students in Indonesia.

Proficiency in using the English language is considered more dominant individuals making visible confidence in the various events or activities compared to individuals with less proficiency in the English language. Early studies by author Marcelo, (2010) It will be easier for people in seeking a job by having fluency in English. Another phenomenon often seen in the public domain is that apparently, someone with English speaking skills tends to be easier to get a job at an institution or company than an individual who tends not to be proficient in English.

Valid aspects and evidence of a person having adequate English test by having participated in the linguistic test as a reference to the ability. Almost all universities have set out to make English competency skills one of the graduation qualifications in most courses by establishing a test called The English test (TKBI). Many types of popular English tests such as TOEFL (English test as a foreign language) or IELTS (International English Testing System) are known in the general public as a requirement of graduation in university or employee acceptance in certain institutions. In addition, there is also a Test of English Proficiency (TOEP) is an English proficiency test, which is conducted online using a multimedia computer but this test is not as complicated as the TOEFL or IELTS tests. But along with the progress of the English test also a variety of special English tests tailored to the needs and requirements. therefore, many breakthrough types of English tests are assessed

more in accordance with the criteria or functions of the desired workers as well as the Test of English International Communication (TOEIC) which is more intended for companies engaged in business.

The progress of human civilization today encourages English tests to continue to progress, so people race to participate in many English course places in an effort to get training and increase the score they want to achieve. Zhengdong, (2009) stated, “the higher the stakes of the test, the stronger the urge to engage in specific test preparation practices”. Therefore, people are willing to expend the funds they have in order to attend English courses and be able to study English to meet the highest scores so that they can meet the desired targets in various types of jobs.

The individual must-have scores so that they can be said to be proficient in English based on the linguistic tests they participated in. However, the achievement of certain English test scores really affects someone in getting a job or there are other factors that are not directly related to the score. Seeing this situation, the author is interested in researching how much urgency and advantages of the English test toward Job Opportunities and that it can be known how much influence for each individual who was being used as a sample in this research.

## **METHOD**

Researchers created implementations for some informants who have utilized the English Test to get a job and some job seekers who need a certificate in a particular job. The first step is the observation of data collection on the use of English test certificates in various agencies. Afterward, the researchers conducted a brief interview relating to the participant's experience of the importance of the English Test on their career, in order to obtain the necessary information. In qualitative research, the researcher acted as the only instrument. Collecting data in this research, the researcher use observation, interview, and documentation. Data analysis is the final stage of research before writing a research report. It is used to answer questions and to prove the hypothesis to be done. According to Miles & Huberman, (1994) qualitative data analysis is a process of searching and arranging the data taken from the observation, interview, and documentation. Qualitative data analysis consists

of three current flows of activity: data reduction, data display, and data verification. Each of the stages is presented in the following. The researcher identifies Ary et al., (2010) Validity cannot be taken for granted. It is related to the purpose and circumstances of the research. The integrity of qualitative research depends on the way researchers face the issue of validity. To get valid and accurate data, researchers must deepen the location, because, in qualitative research, researchers are instruments. This means the data validity rate can be examined by observation.

## **RESULT**

The results of the study showed that the participants supported the many benefits obtained from the ownership of English test certificates, especially to support their careers in the world of work. But on the other hand, this study also found the conclusion that the policy to make the English test a condition of recruitment in various agencies is still not appropriate to apply and the application of the test must adjust to the needs of the relevant agencies.

## **DISCUSSION**

In this section, the researcher presents a discussion about the researcher's findings. There is one problem statement already proposed in this study. The discussion is the perception of job seekers and employees about the effectiveness of the english test toward job opportunities. In this item, researchers found the results were recapitulated from interviews by researchers. Those views will be described as follows;

Participants' perception of the application of English tests as a condition of recruitment in various agencies; In this case, the policy of English test requirements as a reference for acceptance of workers is still a dilemma in itself, which on the one hand English language that has become a global necessity that requires local workers who need cooperation with foreign workers from various corners of the world and on one side one's English fluency can not be determined only through a test. Hereinafter, in addition to focusing on testing investigations, it is important to explore the consequences of the test as a

matter of validity (McNamara, 2006) because in desperate circumstances people can also afford to pay someone to take a test in order to get the results they want and another impact is that this policy can cause the unemployment population to increase. Because some participants who took the test with a certain target score found some difficulty in answering and that led to failure in the test. Some of them had to repeat the tests for many times but failed (Mahmud, 2014).

Advantage of the English test on one's performance in the world of work; Perceptions for one's performance based on English test results within the scope of the world of work many of the participants give negative statements and assess the ownership of an English test certificate does not guarantee one's performance in work. Statement of Harris and Hughes in Susanti (2014) there are several types of test based on its purpose. This is because there are other things that must be considered in determining a person's good or bad performance in work and do not have to be fully aware of the results of the English test. Kohn (2000) emphasized that high-stake test scores do not reflect the comprehension and understanding of students, but rather their skill in taking tests. Furthermore, English test results should not be used as the main reference in determining a person's performance in work but the owner of an English test certificate has provided evidence and shows a slight reflection of one's quality although it needs to be tested more deeply as needed.

Benefits of English test in the world of work; Participants' perceptions of how important English tests are to employee job seekers, and they provide the same answers about the importance of these tests. Based on these findings, the results showed that they were aware of the benefits they would gain from ownership of an English test certificate for their career. Bachman & Purpura (2008) argued that language tests have been used in many cases such as selecting students, giving certifications, and giving promotion. They reveal with English, they can communicate with various people from any country. Fauziati et al., (2013)

Said that a test also is interpreted as a tool for measuring someone's ability, knowledge, and performance. Hereinafter, with the ownership of a qualified English test certificate, they have paved the way for developing the skills they possess as well as addressing the growing challenges in today's world of work that requires competing with people from all over the world in terms of getting a job.

## CONCLUSION

This study has discussed the perception of job seekers and employees related to English test policy as a condition of recruitment of workers in various agencies. Based on interviews conducted by researchers, it can be concluded that almost all participants support the existence of English tests in the world of work. On the plus side, almost all participants are convinced that the English test provides many benefits that they will feel when they enter the world of work. In addition to improving their quality in terms of communicating, with the ownership of English test certificates the percentage they are accepted into work becomes higher and wider. Therefore, each participant can predict that if they master and develop foreign language skills will give them more advantages in the near future. Therefore, only a small percentage of agencies dare or make English test as a condition for the recruitment of its workers. They prefer not to list the requirements directly but rather they will dig deeper into the excellence of their prospective workers in the interview session. Thus, it would be better if this English test certificate becomes a plus for seekers and the requirement to obtain a higher position in working in the relevant institution.

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