CRITICAL ANALYSIS BUILDING THE QUALITY OF ISLAMIC UNIVERSITY IN THE WORLD OF WORK

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Abstract: *This research aimed to critically understand how to build the quality of Islamic university graduates and the needs of the world of work. Researchers used qualitative research with the type of library research to implement the method in this research. The research results showed that there was a gap between the skills taught in universities and those needed in the workplace. Therefore, it was necessary to strengthen soft skills and hard skills while students were studying at university. At this point, Islamic universities needed to actualize their curriculum system by basing it on the needs of the realities of the contemporary world of work. These findings provided an important contribution for Islamic universities and industry to increase their collaboration in preparing professional graduates who were more ready to work in order to meet the quality of civilization of the next generation of the nation.*
Keywords: *Quality of Graduates, Islamic Universities, World of Work*

INTRODUCTION

However, Islamic universities must be relevant to the world of work. The relevance of both is key in preparing students to become competent workers who are ready to face the demands of the ever-changing world of work. If you look at the existing reality, many companies have faced difficulties in finding employees who have the various skills they need in their company.[1] Therefore, the relevance of the quality of University and the high demand in the world of work is very important to be used as an interesting discussion in finding the best solutions in the

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[1] Tyas Preyesti, "Kesiapan Menghadapi Dunia Kerja Di Era Vuca Pada Mahasiswa Akhir Pendidikan Agama Islam Universitas Islam Indonesia" (Universitas Indonesia, 2022).

future.[2]

Matching the skills and knowledge possessed by university graduates with the needs of the world of work is highly expected to improve the quality of life in the nation's civilization. For this reason, universities need to prepare quality Human Resources (HR) with high productivity in providing solutions to the challenges of increasingly strong global-international competition.[3] In order for college graduates to be well absorbed by the world of work, thorough preparation is needed through various knowledge, practices and collaboration with a number of parties (both government agencies and private agencies).

One of the important issues regarding employment is the situation of the working population (labor force) of 4,444 people and the employment structure, as well as unemployment. From an economic perspective, there are 4,444,990 people who are unemployed due to the inability of the market or labor vacancies to absorb the available workforce.[4] The scope of available job opportunities is relatively limited and unable to accommodate the increasing number of job seekers every year (along with the increase in population). Data reported from population data from the Directorate General of Population and Civil Registration (Dukcapil) of the Ministry of Home Affairs, where the population in Indonesia reached 280.73 million people as of December 2023. This number is an increase of 1.61 million people compared to the total population in June 2023.[5] Data released by the Central Statistics Agency (BPS) recorded that there were 216,972 job vacancies registered in Indonesia in 2023. This number increased by 266.04% compared to the previous year which was 59,726 vacancies,[6] so that college graduates with a population in Indonesia where the availability of job vacancies is low results in a large number of unemployed.

Islamic university is considered an important foundation for the development of quality human resources in meeting national and global workforce needs.[7] However, challenges arise

[2] Iskandar Agung and Agus Santosa, "Dinamika LPTK Menuju Perguruan Tinggi Kelas Dunia (World Class University/WCU)," *Perspektif Ilmu Pendidikan* 31, no. 1 (2017), https://doi.org/https://doi.org/10.21009/PIP.311.6.

[3] Ahmad Sabri, *Pendidikan Islam Menyongsong Era Industri 4.0* (Yogyakarta: Deepublish Publisher, 2020).

[4] Kemnaker, "Ketenagaan Kerjaan Dalam Data 2021," Pusat Data dan Teknologi Informasi Ketenagakerjaan, 2021.

[5] Fahri Zulfikar, "Ini Provinsi Dengan Penduduk Terbanyak Di Indonesia, Jabar Atau Jatim?," Detik News, 2024.

[6] Febrianan Sulitya Pratiwi, "Data Jumlah Lowongan Kerja Di Indonesia (2013-2023)," Data Indonesia, 2024, https://dataindonesia.id/tenaga-kerja/detail/data-jumlah-lowongan-kerja-di-indonesia-20132023.

[7] M Nazar Almasri, "Manajemen Sumber Daya Manusia: Implementasi Dalam Pendidikan Islam," *Kutubkhanah* 19, no. 2 (2016), https://doi.org/http://dx.doi.org/10.24014/kutubkhanah.v19i2.2547.

when Islamic university graduates find it difficult to integrate the knowledge and skills they have acquired with the demands of the ever-growing world of work. The issue of the relevance of Islamic undergraduate graduates is a major concern in evaluating the effectiveness of the University system in preparing individuals to enter the competitive job market.

One of the most important employment issues apart from conditions in the labor force (economically active population) and employment structure is the issue of unemployment.[8] From an economic point of view, unemployment is seen as the inability of the labor market to accept the available workforce. The relatively limited availability of job opportunities cannot accommodate job seekers whose numbers are increasing along with population growth every year.[9] Therefore, it is important for this research to critically understand the relationship between the quality of Islamic university graduates and the world of work. Through this understanding, there is at least certainty about the relevance of graduates and the factors that influence the quality of graduates, namely the educational curriculum system, practical experience, and relationships with existing industry.

For this reason, not much research has discussed the relevance of the relationship between Islamic universities and the world of work. What exists is research on the internal performance of higher education institutions, such as research from a) Weni Indriani (2015) entitled "*The Contribution of Islamic Work Ethic to Lecturer Performance*",[10] b) research from Alfi Pratama, et al. (2022) entitled "*The Influence of Self Awareness, Work Ethic, Resilience, on Organizational Citizenship Behavior (OCB) and the Performance of Education Personnel in Surabaya Private Universities*",[11] and c) several other similar studies. Therefore, this research is interesting to understand and use as a reference for the future.

METHOD

This research is included in the type of research, namely literature study, where the arrangement of activities uses a method of collecting library data, reading and taking notes and

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[8] Djunaidi and Alfitri, "Dilema Industri Padat Modal Dan Tuntutan Tenaga Kerja Lokal," *JPPI* 8, no. 1 (2022), https://doi.org/https://doi.org/10.29210/020221222.

[9] YB. Widodo, "Dinamika Ketenagakerjaan Dalam Perspektif Demografi Dan Sosial Ekonomi Di Kabupaten Lomrnok Barat," *Jurnal Kependudukan Indonesia* 4, no. 1 (2009).

[10] Weni Indriani, "Kontribusi Etos Kerja Islami terhadap Kinerja Dosen," *Jurnal El-Idare* 1, no. 2 (2015).

[11] Alfi Pratama, et.al, "Pengaruh Self Awareness, Etos Kerja, Resiliensi, terhadap Organization Citizenship Behavior (OCB) dan Kinerja Tenaga Kependidikan di Perguruan Tinggi Swasta di Surabaya," *Media Mahardika* 20, no. 2 (2022).

managing research materials.[12] It means that the sources of data and research materials are library texts as well as data in journals, newspapers, periodicals and other scientific works that are relevant to the discussion in this research. So this type of research is qualitative research.[13] Namely, research that researchers use to describe and understand in more detail how to build bridges between Islamic college graduates and the world of work.

From this research, there is a problem being studied, namely the quality of Islamic university graduates in the world of work. The targets in this research are graduates of Islamic universities. This research uses data collection techniques, namely some data from various literature that has been read, so that researchers can process it as an important material in this research.[14]

DISCUSSION

Dynamics of Islamic university Graduates: Between Graduates and Job Opportunities

As explained above, according to the Civil Registration (Dukcapil) of the Ministry of Home Affairs, the population in Indonesia reached 280.73 million people in December 2023. This number increased by 1.61 million people compared to the total population in June 2023. From an economic perspective, there are 4,444 people are unemployed due to the inability of the market or labor vacancies to absorb available college graduates. According to data released by the Central Statistics Agency (BPS), there are 216,972 job vacancies registered in Indonesia in 2023, this number has increased by 266.04% compared to the previous year which was 59,726 vacancies,[15] so that college graduates and the population in Indonesia have a lack of job vacancies which results in a large number of unemployed. The percentage of university graduates in Indonesia in 2022 can be seen in the following table.

Table 1 University Graduates in Indonesia

University Graduates in Indonesia in 2022				
D1 and D2	**D3**	**S1**	**S2**	**S3**
1,126,080 people or 0.41%	3,517,178 people or 1.28%	12,081,571 people or	855,757 people or 0.31%	61,271 people or 0.02%

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[12] Sugiyono, *Memahami Penelitian Kualitatif* (Bandung: Alfabeta, 2016).
[13] Lexy J. Moelong, *Metodologi Penelitian Kualitatif* (Bandung: Rosdakarya, 2014).
[14] J. W. Creswell, *Research Design: Pendekatan Kualitatif, Kuantitatif Dan Mixed, Terj. Achmad Fawaid* (Yogyakarta: Pustaka Pelajar, 2010).
[15] Pratiwi, "Data Jumlah Lowongan Kerja Di Indonesia (2013-2023)."

		4.39%		

From the results of the percentage of college graduates in Indonesia in 2022, there are 6 levels of college graduates, namely; D1, D2, D3, S1, S2, and S3. It can be seen from the percentage above where the number or percentage of college graduates is large and with the number of available job vacancies that cannot accommodate existing graduates, there is an economic gap with a large number of unemployed due to the availability of job opportunities not being optimal enough.

Strengthening Human Resources as a Solution

Industry and the World of Work (IDUKA) requires competent Human Resources from now until the future. To meet these needs, the Ministry of Education and Culture continues to strive for new successes through several programs and policies, especially in the education unit for college graduates. Traditionally, according to Pavlova (2009), work education is an educational program that has three interrelated parts: learning to work, learning about work, and understanding the nature of work.[16] Current technological developments are known as the Industry 4.0 and Society 5.0 eras. Currently, the quality of Islamic university in Indonesia is increasing, especially with the Free Learning, Independent Campus (MBKM) policy initiated by the Ministry of Education and Culture in 2020.[17]

The government has maximized efforts to improve the learning experience, one of which is through the MBKM program which is expected to significantly increase the competency of Islamic students. MBKM increases students' knowledge, skills and experience. However, implementing MBKM in Islamic universities is not easy, because there are many regulations in universities. Apart from that, the campus curriculum must be reformed to fulfill the MBKM function. Recognition of the existence of the MBKM program for students at Islamic Universities is a problem that is difficult to resolve because many study programs do not want to recognize students who have taken part in the MBKM program.[18]

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[16] Sunaryo and Dkk., *Praktisi Dunia Usaha Dan Dunia Industri* (Jakarta: Kemendikbud RI, 2022).

[17] Rusyaidi Thahery, "Implementasi Kurikulum Merdeka Belajar Kampus Merdeka Dalam Menghadapi Era Society 5.0," *Technical and Vocational Education International Journal (TAVEIJ)* 3, no. 1 (2023), https://doi.org/https://doi.org/10.556442/taveij.v3i1.273.

[18] Rasman Sonjaya, "Penerapan Kurikulum Merdeka Belajar-Kampus Merdeka Di Prodi Ilmu Komunikasi FISIP UNPAS Bandung" (FISIP UNPAS Bandung, 2022).

By participating in MBKM, it is hoped that students can improve their skills in developing innovation, creativity, personal abilities, personality and independence. Students can independently search and find information by directly experiencing field conditions and dealing with field dynamics. Through a planned and implemented independent study program, students' hard skills and soft skills will be more focused and can strengthen the development of their personal potential. Because after all, the Indonesian curriculum graduate profile includes six profiles, including: 1) Integrity and Spirituality, 2) Diversity Vision, 3) Independence, 4) Mutual Cooperation, 5) Critical Reasoning, and 6) Creativity.[19]

Islamic university must be able to encourage people (especially Islamic communities) not only to become experts in the religious field, but also to have the ability and desire to continue learning throughout life in line with increasingly rapid economic changes, able to adapt, cooperative, creative and open-minded.[20] If you look at the needs of the world of work, the ratio of hard skills (knowledge and skills) and soft skills (attitude/personality) in work life is 80% and hard skills 20%. People who are more successful in business (especially business that is based on Islamic values) have better attitudes than technical skills.

Internal and External Factors as Strengthening the Quality of Work Ethic

There are internal and external factors to fulfill a skill in graduates who need good achievement in the lecture material in their field, then there is interest, namely the mental element consisting of feelings, hopes, fears which have a tendency towards someone. Next there is talent, talent is a quality condition that a person has in developing potential in the future. A person with good intelligence will definitely find it easier to make decisions or solve problems.[21] Every person's intellectual abilities play an important role in facing readiness to enter the world of work.[22]

Motivation is a change in energy within a person which is characterized by the emergence of feelings and reactions to achieve goals. Motivation has a huge impact that can encourage

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[19] Famahato Lase et al., *Model Pembelajaran Pendidikan Karakter Cerdas* (Makassar: PT Nas Media Pustaka, 2022).

[20] Mohammad Arif, *Ilmu Pendidikan Islam* (Nganjuk: IReSS Press, 2011).

[21] Muhammad Majdi and Ahmad Shofiyuddin Ichsan, "Kecerdasan Interpersonal Siswa Kelas 1 MI Dalam Model Pembelajaran Menyimak Tipe Bisik Berantai Mata Pelajaran Bahasa Indonesia," *Jurnal Studi Guru Dan Pembelajaran* 2, no. 3 (2019), https://doi.org/https://doi.org/10.30605/jsgp.2.3.2019.83.

[22] Parluhun Siahaan and Rowland Mangais, "Pengembangan Kecerdasan Intelektual Dan Soft Skill Untuk Pendidikan Dan Dunia Kerja Bagi Pemuda Dan Mahasiswa Batak Di Manado," *The Studies of Social Sciences* 4, no. 1 (2022), https://doi.org/https://doi.org/10.35801/tsss.v4i1.50493.

graduates to enter the world of work, thereby creating work readiness in themselves, which can be interpreted as a person's willingness to have a positive relationship with work life problems.[23] An individual's positive attitude towards work influences his job readiness. Then, there is personality which plays an important role in influencing the direction of job choices and willingness to work. There are life values or life philosophies. Life values are important and useful things that a person adheres to and are useful in creating work readiness.

Several external factors that determine the employability of each graduate include the family environment. The family is a small social environment, but the family is the most important environment for human growth and development. The amount of time with family is the biggest factor that influences a person's personality.[24] Family economic conditions greatly influence children's growth and development. So the aim of learning in lectures is to develop students' academic potential and personality, master natural science and technology, and develop their skills to meet the needs and development of the world of work.

Relevance consists of internal relevance and external relevance. Internal relevance is the existence of conformity or consistency between curriculum components such as objectives, content, delivery and evaluation processes, or in other words internal relevance concerns the integration of components in the curriculum. Meanwhile, external relevance is the suitability between the curriculum and the demands, needs and developments in society. In the world of education, relevance is defined as the unity between the results of education (the school environment) and the demands of life in society.[25]

In other words, the education system becomes important if the graduates produced by the educational institution (its graduate qualifications) can be utilized. Likewise, vice versa, if the competence of graduates of educational institutions is less functional, then the results obtained cannot be optimal and will not be accepted professionally in the world of work. This means that the education system in University is not being applied to the needs of life as a relevant reality. Relevance is the most important component because it is a factor that can determine the

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[23] Farrikh Dzuhriawan, Nadhirotul Laily, and Prianggi Amelasasih, "Motivasi Siswa Dalam Memilih Program Studi Di Perguruan Tinggi," *Psikosains: Jurnal Penelitian Dan Pemikiran Psikologi* 17, no. 1 (2022), https://doi.org/http://dx.doi.org/10.30587/psikosains.v17i1.4564.

[24] Ahmad Shofiyuddin Ichsan, "Pandemi Covid-19 Dalam Telaah Kritis Sosiologi Pendidikan," *Magistra: Jurnal Keguruan Dan Ilmu Pendidikan* 7, no. 2 (September 1, 2020): 98–114, https://doi.org/10.35724/MAGISTRA.V7I2.3037.

[25] Miftahul Ulum, "Prinsip-Prinsip Pengembangan Kurikulum: Relevansi Dan Kontinuitas," *Attanwir: Jurnal Keislaman Dan Pendidikan* 11, no. 1 (2020), https://doi.org/https://doi.org/10.53915/jurnalkeislamandanpendidikan.v11i1.32.

existence of the educational institution in question.[26] A University institution is said to be relevant if all or most of its graduates can be absorbed by the world of work in accordance with their field and strata rank. So here it becomes important how relevant an educational program (study program) must contain several elements, namely objectives, input, process, output/results, and impact (outcome).[27]

In the era of globalization, the entire world of work and industry is trying to increase work efficiency and productivity. The increase in work efficiency and productivity shows that the company has carried out re-engineering and re-structuring in order to shorten the production process. The economic revival after the monetary crisis in Indonesia has grown various businesses in all sectors. It is hoped that all companies will be able to grow and develop by absorbing the new workforce, so that many companies are already preparing to place prospective workers.[28] Therefore, prospective graduates are required to be more creative, innovative, have competence, work skills and a good personality. It is because the available vacancies are the main obstacle for a graduate to get a job is their readiness to work. For this reason, integration is needed between the quality of the education system and the job vacancies needed in the world of work.

Good integration between education and the world of work will produce a workforce that meets the needs of workforce users. Providing needs and work certainly improves the quality and capacity of work life and the world of education itself. Training is a strategic means for developing Human Resources (HR), so its implementation requires careful handling. The development of the world of education must be adapted to the needs of working life. The mismatch between graduate skills and the needs of the world of work gives rise to various existing problems, namely increasing educational unemployment.

One of the most important skills for students at Islamic universities is soft skills, which include communication skills with good communication language (especially the use of international languages), and personal attitudes as individual characteristics. Soft skills here are

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[26] Fahrudin, Henki Desri Mulyadi, and Ahmad Shofiyuddin Ichsan, "Islamisasi Ilmu Sebagai Identitas Keagamaan (Telaah Kritis Syed Naquib Al-Attas)," *Alfuad: Jurnal Sosial Keagamaan* 4, no. 1 (2020): 73, https://doi.org/http://dx.doi.org/10.31958/jsk.v4i1.2099.

[27] Agus Hasbi Noor, "Pendidikan Kecakapan Hidup (Life Skill) Di Pondok Pesantren Dalam Meningkatkan Kemandirian Santri," *EMPOWERMENT : Jurnal Ilmiah Program Studi Pendidikan Luar Sekolah* 4, no. 1 (2015), https://doi.org/https://doi.org/10.22460/empowerment.v4i1p1-31.553.

[28] Anita Ria and Didi Zainuddin, "Kualitas Lulusan Dan Orientasi Bidang Pekerjaan Terhadap Kemampuan Menghadapi Persaingan Kerja Pada Mahasiswa Perguruan Tinggi," *RDJE* 5, no. 2 (2019), https://doi.org/http://dx.doi.org/10.30998/rdje.v5i2.3781.

the ability to understand yourself and other people. A person's ability to develop soft skills is to continue learning to build relationships and social interactions between friends. Some of the coverage includes achievement-oriented attitudes, initiative, leadership abilities, self-confidence, flexibility, service orientation, team building abilities, etc.[29] Communication skills themselves include proficiency in managing computer and internet technology media, audio-visual presentations and other means of communication. Meanwhile, personal skills include independence, listening, courage, enthusiasm and teamwork, initiative and openness in exploring work.

Soft skills are various personal qualities that make hard skills work well. There are even research findings regarding the role of soft skills on work ability, namely the influence of soft skills on graduates' readiness for the world of work by 30.36%. The hard skills possessed by a graduate will function optimally in the world of work if the graduate has good soft skills as well.

Hard skills are basic information about competencies set out in the curriculum. Students' hard skills are knowledge and skills that are appropriate to their field of education. Meanwhile, soft skills are students' experiences in work life, cleaning life, participation in organizations, extracurricular activities and other educational work. The quality of graduates is closely related to good results in terms of knowledge, attitudes and skills.

The quality of graduates is an important part in formulating the goals of educational institutions in order to realize educational goals. Quality can be interpreted as the value of a product, service or something according to predetermined standards, where It is considered more important than others. Quality itself is something that is related to a person's passion and self-esteem. He also explained that quality is something in the world of learning where someone can differentiate between good and bad, success and failure. Therefore, quality in graduates is the most important thing and must be developed further in every University institution, especially Islamic universities. Good quality should be achieved and obtained if you have carried out good steps. If the stages of the learning institution are good, you will get good graduate results, and the quality of graduates will automatically increase.[30]

With education that is oriented towards the world of work, college graduates are ready to

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[29] Nathanael Sitanggang, Putri Lynna A. Luthan, and Abdul Hamid, *Strategi Meningkatkan Kualitas Lulusan Melalui Ketepatan Manajemen* (Yogyakarta: Deepublish Publisher, 2019).

[30] Della Utari, "Kebijakan Pimpinan Dalam Peningkatan Sarana Prasarana Dan Mutu Lulusan," *Al-Miskawaih: Journal of Science Education (MIJOSE)* 2, no. 1 (2023), https://doi.org/https://doi.org/10.56436/mijose.v2i1.243.

go directly into the world of work to find work that suits their passion. Then work-oriented education is also a skill that is applied in life. The skills taught are very different. The benefits they get are work experience, job training and others. University is considered a link and bridge that leads students to the door of the future. So the management of University is an inseparable part of national education. Currently, many Islamic universities themselves are not ready to produce graduates who are able to work professionally. One of the reasons is that many studies in universities do not respond to the needs of the labor market and students during their studies have not been able to experience independence in managing their lives.

The Importance of Reactualizing the Islamic University Curriculum System

The challenges of working life after graduation often give rise to negative feelings, such as fear of the future. It is in accordance with the results of research by Beiter, et al in 2014 which showed that final year students paid more attention to post-graduation plans and looking for work after graduation compared to lower level students. In addition, job seekers realize that the job search process is considered difficult and gives rise to negative feelings. One of the negative feelings is anxiety. It is why universities are a reference when many people see the success of education in bringing about change, especially in facing the world of work. The curriculum system has a big role in the world of education, as well as in University, the curriculum regulates the course of learning. The curriculum also strengthens the institution to provide good educational services to its students. Having a good curriculum encourages Islamic universities to provide the graduates and output needed in today's work environment.

The quality of an educational institution, especially graduates of a tertiary institution, is determined by the educational process carried out by the educational program in shaping its students into intelligent students. Islamic universities are expected to not only produce a generation of high Muslim intellectuals, who have good personal abilities (*akhlakul karimah*), adapt to current developments, and be ready to face the world of work. Islamic universities play an important role in preparing human resource management before entering the world of work. If the quality of University is good, it is hoped that it can produce a quality workforce and have a great opportunity for success in the job market. However, if not, it will increase unemployment in Indonesia. The high unemployment rate not only causes problems in the economic sector, but also causes various problems in the social sector, such as poverty and social insecurity. College graduate skills are critical in the job search. Every graduate hopes to immediately get a job that

suits their field (major/concentration), but in reality many graduates do not pursue their knowledge, for example *Sharia* economics graduates, instead work in formal educational institutions or religious graduates who work as programmers.

University as part of the national education system has a strategic role to brighten the nation's life and increase the nation's competitiveness in conditions of globalization in all fields. For this reason, public access to University must be improved. The government and private sector have built many universities, seeking to distribute high-quality education that meets the interests of society in an affordable and equitable manner. Current education must be oriented towards the world of work, so that the focus is not only on cognitive aspects, but also on other personality aspects. Therefore, education today must truly respond to the skills needed for life. The government has made various efforts in the world of education, including developing inclusive and compatible education and developing competency-based education. Thus, current education must focus on the competencies needed in the world of work.[31]

The implication of college graduates in the world of work is that universities have a responsibility to not only provide students with strong academic knowledge, but also relevant skills and abilities to face the challenges of the world of work. In the era of globalization and rapid technological change, close relationships between universities and the world of work are becoming increasingly important.

The research results show that there are several strategies in actualizing the education system in Islamic universities which can increase the connection between universities and the world of work. These strategies include:

1. Curriculum Adjustments Based on Current Reality

    It means that Islamic universities need to continually review and adapt their curricula to the needs of industry and the job market. This adjustment is a necessity that must be fulfilled by Islamic universities. Study programs at Islamic universities must actualize the courses in them according to the needs of the realities of the world of work, so that curriculum adjustments become an important solution in absorbing professional workers according to each graduate's field and expertise.

2. Development of Soft Skills for Students

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[31] Elizabeth Simatupang and Indrawati Yuhertiana, "Merdeka Belajar Kampus Merdeka Terhadap Perubahan Paradigma Pembelajaran Pada Pendidikan Tinggi: Sebuah Tinjauan Literatur," *Jurnal Bisnis, Manajemen, Dan Ekonomi* 2, no. 2 (2021), https://doi.org/https://doi.org/10.47747/jbme.v2i2.230.

It means that students from the first semester need to be introduced to how to develop their potential according to the soft skills they have. Not only that, Islamic universities need to provide many breakthrough soft skills development courses as a stimulus in constructing creativity and innovation skills. Not only that, students are also given various options to focus on developing skills, such as communication skills, strengthening leadership, and being able to work in a team professionally.

3. Increased Collaboration with the Industrial World

Islamic university institutions have begun to build strong partnerships with industry to provide internship opportunities, collaborative projects, and experiential learning. Collaboration with the industrial world is very urgent so that what the industrial world needs periodically can be understood by universities, so that both parties can synergize with each other's needs, as is the concept of symbiotic mutualism.[32]

4. Islamic University as a Professional Career Center

Islamic universities must be able to create a big vision with various comprehensive missions to achieve the specified vision. So in the context of the world of work, Islamic universities must become professional career centers for their students and produce graduates who are needed by the professional world of work as well. So Islamic universities must provide resources and support to help campus residents (especially students) in finding work and developing better future careers.

The results of the analysis above show that there are several gaps between the qualifications of college graduates and the demands of the world of work in Indonesia. Many employers assume that graduates lack practical skills such as communication skills, problem solving and leadership skills needed in the workplace. In addition, there are differences in perceptions between graduates and employers regarding graduates' work readiness. This study has important implications for the development of education policies and university institutions in Indonesia. There needs to be a collaborative effort between universities, industry and government to increase the relevance of University to the demands of the world of work.

University curricula need to be revised regularly to reflect changes in industry needs and

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[32] Diana Diana and Luqman Hakim, "Strategi Kolaborasi Antara Perguruan Tinggi, Industri Dan Pemerintah: Tinjauan Konseptual Dalam Upaya Meningkatkan Inovasi Pendidikan Dan Kreatifitas Pembelajaran Di Perguruan Tinggi," in *Prosiding Konferensi Nasional Ekonomi Manajemen Dan Akuntansi (KNEMA)* (Universitas Muhammadiyah Jakarta, 2020).

encourage the development of practical skills needed in the workplace.[33] It can be seen that the Cumulative Achievement Index (GPA) is not a barrier to recruiting alumni. At the same time, the biggest obstacle is the large number of competitors in the world of work. Apart from that, alumni assess that there are very few job vacancies in various fields. Therefore, by building a strong bridge between university and the world of work, it is hoped that it can increase employment opportunities for graduates as well as support sustainable economic growth and be able to strengthen the quality of the nation's generation in welcoming a golden Indonesia in 2045.

CONCLUSION

The importance of the relevance of college graduates to the needs of the world of work cannot be ignored. Through careful analysis and joint efforts between university institutions, industry and government, it can be ensured that graduates have skills and knowledge that are in line with the demands of the modern world of work, so that they can become valuable contributors in the development of societal civilization with various economic and other improvements. Increasing the relevance of college graduates to the needs of the job market shows that there are still challenges in ensuring that graduates are ready to face the world of work. So strategic steps are needed to minimize the gap between university and industry and ensure that graduates are equipped with skills (soft skills and hard skills) that are relevant to the demands of the job market, both in Indonesia and in the global-international world.

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