STRATEGY FOR DEVELOPING SOFT SKILLS IN GENERATION Z USING EDUCATIONAL TECHNOLOGY

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Abstract

This study aims to explore the contribution of educational technology to developing soft skills among Generation Z students in public schools. We employed a qualitative research method, utilizing a case study approach. We collected data through observations and interviews with various stakeholders in public schools. The findings of the study indicate that educational technology positively contributes to enhancing students' soft skills. The use of educational technology facilitates interactive, creative, and adaptive learning, as well as collaboration and interaction among students from diverse backgrounds. However, to maximize the benefits of educational technology, we must address challenges like accessibility gaps and curriculum integration. The study concludes that educational technology holds great potential as a tool to prepare Generation Z for the demands and challenges of an increasingly complex and interconnected workforce.

Keywords: Strategy, soft skills, generation Z, technology education

Abstrak

Penelitian ini bertujuan untuk mengeksplorasi kontribusi teknologi pendidikan dalam pengembangan keterampilan soft skills generasi Z di sekolah-sekolah negeri. Metode penelitian yang digunakan adalah penelitian kualitatif dengan pendekatan studi kasus. Data dikumpulkan melalui observasi dan wawancara dengan beberapa pemangku kepentingan di sekolah-sekolah negeri. Temuan penelitian menunjukkan bahwa teknologi pendidikan memberikan kontribusi positif terhadap peningkatan keterampilan soft skills siswa. Penggunaan teknologi pendidikan memfasilitasi pembelajaran yang interaktif, kreatif, dan adaptif, serta memungkinkan kolaborasi dan interaksi antara siswa dari berbagai latar belakang. Meskipun demikian, tantangan seperti kesenjangan aksesibilitas dan integrasi teknologi pendidikan dalam kurikulum perlu diatasi agar manfaat teknologi pendidikan dapat dioptimalkan. Penelitian ini menyimpulkan bahwa teknologi pendidikan memiliki potensi besar sebagai alat untuk mempersiapkan generasi Z menghadapi tuntutan dan tantangan di dunia kerja yang semakin kompleks dan terhubung.

Kata Kunci: Strategi, keterampilan soft skill, generasi Z, teknelogi pendidikan

INTRODUCTION

Soft skills, which include aspects like ability communication, leadership, work team, and other interpersonal skills, have become the main focus in context development for

individuals and organizations. Generation Z, which is the group-birth demographic between the mid-1990s and early 2010s, is a unique group in terms of how they interact with technology, information, and the social environment. However, with the changing landscape, continued work, and market needs, it's important to understand and develop generation Z's soft skills so that they can become effective and contributing leaders in a way that is positive in society and the workplace.

Alawiyah & Harared (2024) mention the condition current generation Z soft skills. This shows a number of necessary aspects that were noticed. Although this generation is often identified as a digital native with easy access to technology and information, they can also face challenges in developing interpersonal skills and abilities to adapt to the diverse work environment. Many of them grow up in a highly connected digital environment, but they are not yet experienced enough to interact directly with other people, who can influence their ability to communicate in an effective way, work in teams, and finish conflict (Amin, 2023; Hastini et al., 2020).

Problems that arise at the at the moment This exists a gap between job market expectations and soft skills with reality readiness generation Z facing it (Irfandi et al., 2023). According to Kusumawati (2023), lots of companies and organizations identify soft skills as key for success for a long period of time; however, there is still a still a nonconformity between what generation Z learns at school and college and what the job market expects. This matter shows the need for an effective development strategy to help Generation Z develop the soft skills required.

Research results by Ismail and Nugroho (2022) show a number of relevant findings in context development for generation Z soft skills. Several studies highlight the importance of practical and learning-based projects in developing soft skills, while others emphasize the importance a holistic and integrated approach to learning to increase readiness in the world of work. However, it is still required to study more and carry on to understand in depth which strategies are most effective in developing generation Z soft skills (Fathurohman et al., 2023; Shaliadi & Budianto, 2023).

Development of generation Z soft skills through technology education appears to be an interesting and potentially effective alternative. Technology education has become an integral part of the learning process at various levels of education, from school-based to college-level. With progress in technology, information, and communication, there are diverse platforms, applications, and devices designed as software, especially for supporting the development of soft skills such as communication, work teamwork, leadership, and adaptability (Prasetyo et al., 2024).

Budiana et al. (2022) One superiority in using technology in education is his ability to provide accessibility and flexibility in learning. Through online learning platforms, students can access material learning whenever and wherever possible and study in accordance with their needs and schedule. This matter opens the door for the development soft skills, independent and independent, because students can arrange time to practice and improve skills alone.

Apart from that, technology education also provides various tools and resources designed to help students develop soft skills. For example, there are applications and games educationally designed to increase communication and teamwork skills through simulation, interaction, social interaction, and collaboration in a virtual environment. Students can study in an active way through practical experience and get baited back in an instant, which is an element important in the development soft skills (Fatoni, 2023; Sauqi & Dimyati, 2022).

Apart from that, technology education allows for customized learning with individual needs. With the use of algorithmic learning adaptive, the learning platform can adapt content learning and experience study students based on their level of understanding and preferences. This matter is possible for every student to study at an appropriate level with their own abilities; it's possible they will develop soft skills that are more effective (Ghafara et al., 2023). Next, according to Lukum (2019), technology education also facilitates collaboration and work teams between students, okay in local and global contexts. Through a connected learning platform online, students can collaborate with friends or even students from other countries on large projects. This matter helps them develop skills, work teams, communication across cultures, and solutions to problems in a collaborative way, which is important in an increasingly connected and global working world.

Not only that, technology education is also possible; interactive and fun learning can increase motivation and engagement in the learning process. By using multimedia, simulations, and educational games, students can study in a fun and interesting way, which in turn can increase retention of information and understanding of the concepts taught. This matter helps students develop soft skills, both natural and organic, without feeling burdened by pressure or boredom (Arta et al., 2023; Muis et al., 2023).

Although there is a lot of potential offered by developing soft skills through technology education, according to Bakti and Safitri (2017), there are still a number of necessary challenges to overcome. One of the main challenges is accessibility and equality in technology education. Although technology education can provide more accessibility in learning, there is still a gap in access between students who have access to devices and internet connectivity and those who don't. This matter can cause polarization in the development soft skills, with fewer students lucky in a way that the that the economy owns more access limited to source power and opportunity learning provided by technology education.

The other challenge is to incorporate technology education into both formal and informal education curricula. Although technology education has become an integral part of the learning process, there is still a challenge in integrating technology education in a way that is effective in the existing curriculum. This matter can involve teacher and educator training in the use technology in education, as well as the as the development content-appropriate learning with the characteristics and needs of student generation Z (Hastalona et al., 2021).

With the ability to overcome challenges and optimize the power of technology education in the development of generation Z soft skills, it is expected that they will be prepared to face increasing demands and challenges in a complex and changing work environment. Through a holistic and integrated approach, technology education can become a powerful tool to help generation Z develop the soft skills required to become an effective and contributing leader in society and place work (Budiarti, 2022).

Further research is needed to assess the effectiveness of technology education in developing soft skills for Generation Z. Although lots of studies have shown positive potency from the use technology education in developing soft skills, it still requires more deep research to identify the most effective strategies and approaches in different contexts. This matter can involve a study involving empirics and the collection of quantitative and qualitative data about the experience of students in using technology education to develop soft skills.

The purpose of the study This is to investigate and develop effective strategies for developing generation Z soft skills. To understand influencing factors in the development of soft skills, as well as analyze the approaches that have been used in previous studies and research, this aim is to produce concrete and practical recommendations for possible approaches to development applied in the context formal and non-formal education. Thus, research this expected can make a significant contribution in preparing generation Z to face demands and challenges in the world of work. From the description background behind the researcher interested in study with development strategy title generation z soft skills through technology education.

METHOD

To understand more about moderate phenomena researched, researchers use study qualitative. According to Murdiyanto (2020), qualitative research methods focus on understanding the depth, interpretation, and disclosure meaning of the data collected. The type of research used by researchers, i.e., studies and usage studies, is because researchers can understand in a way deep context, process, and complexity of moderate phenomena researched (Iswadi et al., 2023). Types of research This possible researcher will dig for perspectives, experiences, and possible meanings hidden in the data collected related to development strategy generation and soft skills through technology education. Research results can give in-depth, contextual, and detailed insights about the cases studied, which can be used to inform policy, practice, or development theory.

RESULTS AND DISCUSSION

Based on observations and interviews with a number of holders of positions in state schools, findings were obtained that technology in education makes a positive contribution to increasing students' soft skills. Observations made reveal that using technology in education, such as online learning platforms, interactive applications, and devices for soft simulation, has given students a chance to develop various soft skills in an independent and collaborative manner. Interviews with the heads of schools and teachers show that technology education has opened doors for a more innovative and student-oriented. Through the use technology, students can study in an engaging and

supportive environment, which makes it possible for them to be actively involved in the learning and development process. Skills like the ability think critically, communication, work in a in a team, and solve problems.

Apart from that, stakeholder interests also note that technology education facilitates accessibility and flexibility in learning. Students can access material learning anytime and anywhere through electronic devices, which makes it possible for them to study in accordance with their needs and preferences alone. This is possible for students to arrange time alone for study and practice, which in turn can increase motivation and engagement in the learning process. Use of technology in learning has also been made possible by collaboration and interaction between students from various backgrounds and geographic locations. Through online learning platforms, students can collaborate on large projects, share ideas, and finish tasks together. This matter helps them develop the skills, work teams, communication cross-cultural, and leadership required in an increasingly connected and global working world.

However, the results of the of the study also show that there are still a number of necessary challenges to overcome in optimizing technology education for the development of students soft skills. One of them is the gap accessibility technology between students who have access to devices and internet connectivity and students who don't have access to the devices. This matter can cause inequality in chance learning and development of soft skills between less lucky students in an economy with more lucky students. Additionally, integration of technology education in curriculum education still faces challenges, especially in teacher and educator training in using technology education in an effective way, as well as in developing content-appropriate learning with characteristics and needs of students. It is expected that technology education can keep going and make a positive contribution to the development of students' soft skills, so they are ready to face increasing demands and challenges in the complex and changing world of work.

Findings give valuable insight into how technology education can become an effective tool in the development of students soft skills. However, research indicates that there is still room for improvement and development in the use of technology in education for this objective. Based on these findings, further research is needed to explore and carry on the effectiveness various strategies and approaches in technology education for the development of student soft skills.

Research result This shows that there are a number of influencing factors influencing the effectiveness of technology education in the development of student soft skills. One factor is the design and implementation of learning programs based on the right technology. These programs must be designed to take into account the characteristics students, their needs to study them, and the development of the desired soft skills achieved. Furthermore, teachers and educators must be supported and trained in using technology education to improve learning outcomes. This matter covers understanding how to integrate technology education into the curriculum and selecting and using tools and resources. Power appropriate technology, as well as give constructive feedback to students about using technology.

Apart from that, it is also important to notice equality in access to technology education. Although technology education can provide more accessibility in learning, there is still a challenge in ensuring that all students have the same access to devices and internet connectivity required. Therefore, it is necessary to reduce the gap in access. Initiatives such as providing devices and internet access to fewer students can be economically beneficial.

Next, a results study also highlights the importance of considering the effects of technology education on the development of student soft skills. Although technology education can give lots of benefits, excessive use or inappropriate use can cause negative impacts like social isolation, distraction, concentration, and dependence on technology. Therefore, it's important to notice the balance between using technology in education and direct social interaction in learning.

In developing recommendations for practice best in use technology education For the development of student soft skills, research is also considered learning from practices the best in the range of context education. Using case studies and real-life experiences from schools and educational institutions that have successfully implemented technology education in an effective manner, research This identifies possible strategies and approaches applied in various contexts of education.

Research result This has implications important for practitioner education, policy education, and researchers to understand the role and potential of technology education in the development of student soft skills. With notice findings and recommendations study Practitioner education aims to create more effective and relevant learning programs, policies that are inclusive and sustainable, and further research on the use of technology in education to support student soft skills development.

CONCLUSION

Based on findings and discussion on the conclusion study, this shows that technology education has the potential to increase students' soft skills. However, to optimize the benefits of technology education, it is necessary to coordinate efforts from various parties, including the government, schools, teachers, and industry. With accessibility, integration in curriculum, and teacher training, technology education can become a powerful tool to prepare the next generation to face increasing challenges in the complex and connected world of work. Recommendation for researcher furthermore is to do studies more carry on about implementation strategies technology effective education, as well as impact period long from use technology education in development students' soft skills.

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