

## **COACHING AND MENTORING EDUCATION TO IMPROVE THE COMPETENCE OF FINAL-SEMESTER STUDENTS**

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### **ABSTRACT**

The purpose of this research is to find out the function of implementing coaching and mentoring education which can affect competency improvement for the career preparation of final semester students or prospective college graduates. This article aims to examine and study the literature related to the function of coaching and mentoring and to see the results of research on the variables to be studied and whether there is an influence between one variable and another. This study uses a literature review by looking for references related to variables from several international articles. This study provides an overview of the articles obtained by describing the influence between variables. The results of the study show several influencing variables. The study in this literature summary article explicitly focuses on supporting variables that can increase student competency appropriately for career preparation.

***Keywords: Coaching, Mentoring and Competency Development.***

### **INTRODUCTION**

There are many ways to get to Rome. The term can also be used to describe the many ways in which a person can improve a skill. There are many methods that can be used to improve student achievement. Not only training is associated with high costs. There are other inexpensive but very effective methods, such as coaching and mentoring. Coaching is a form of developing competency through training and mentoring in companies and organizations. The purpose of tutoring is to support the learning of a student or client and to help them achieve specific personal or professional goals. Examples of this type of tutoring are often given by teachers to students to improve their skills in a particular area. There are other examples of student tutoring, such as not only increasing students' self-confidence, but also solving problems in academic performance, and improving the quality of teacher-student relationships and communication.

If we identify performance issues on campus, we address them through coaching and mentoring. Both coaching and mentoring are interventions designed to help students overcome performance problems and improve their skills. Coaching helps people achieve their goals in life. Coaching works on the principle that the person being coached knows best the answers to their questions. In this case, the coach is both teacher and a student. In this approach, a supervisor acting as a coach is not seen as an expert (one who knows everything and can solve all problems) in the life of the person being coached. A coach's job is to ask the right questions at the right time. This allows the coached person to begin the journey of self-discovery and awareness (understanding and

awareness of one's own state) from a new and different perspective. This self-understanding and awareness open new vistas of self-confidence and empowerment to those undergoing coaching, empowering them to take new actions to achieve previously unattainable results. It's about growth, behavioural changes that impede progress, and the ability to create new behaviours and behaviours.

Qualifications can also be interpreted as personal characteristics that can be measured and determined to indicate an individual's particular behavior and job performance, so qualifications are guidelines for organizations to find suitable employees for the right jobs. Competencies are attitudes (what people say and do) that indicate whether a person is performing well or poorly. Many studies deal with competence in the world of work.

When applying for a job, job seekers often expect to have certain qualifications for the position they apply for. This is a reference for companies that know their ability to work as potential employees. In the world of work, it takes expertise to know what type of job is right for you. If an employee's qualifications are known, the company can also facilitate character development through targeted training and further education. In addition, employee skills are a guide to how well a company presents itself and can provide the company with optimal work results.

A company with our expertise not only knows very well which tasks are right for us. It's not a standard criteria that competence is the most important thing for an employee, but as a prospective employee you should have a rough idea of what qualifications the company is generally looking for. The business world expects us to be competent. Competence means the ability and authority of an individual to perform work based on knowledge, skills and attitudes according to established standards of work.

## **METHOD**

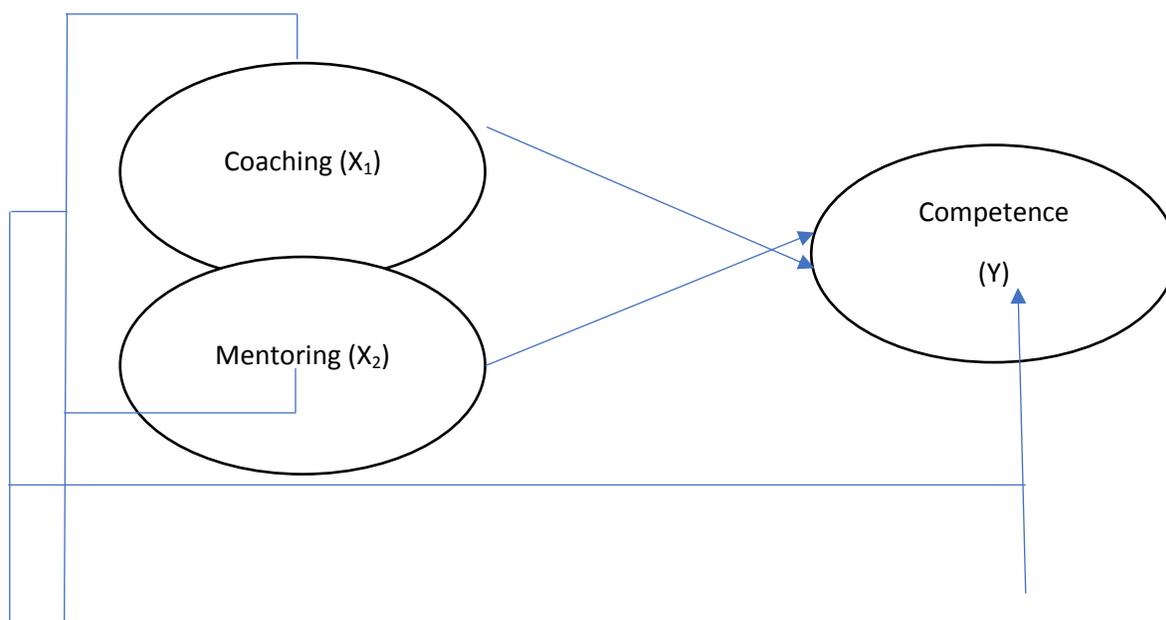
The purpose of writing this article is to review and synthesize literature reviews related to student development in the final semester and to understand what factors such as coaching and mentoring can be used to improve student performance. Researchers read, analyze, and attempt to synthesize multiple literature reviews from multiple relevant journals and other relevant sources in order to understand strategies for improving student performance on campus. This study uses a literature review approach to achieve its research goals.

### **Respondents of the Research**

In the literature review research there were no respondents because they only reviewed previous research as a new basis for further research. Literature searches should avoid duplication of effort. Matching the created system to the nature of the created object is questioned in this study, and the research methodology is examined. appropriate to assess the effectiveness of troubleshooting the Problem with this article.

## Research Variables

**Picture 1.1**  
**Framework Research**



According to Sugiyono (2005:92) suggests that the framework of thinking is a conceptual model of how theory relates to various factors that have been defined as important issues. The following is a brief explanation of the framework for thinking about the relationship between Coaching variables (X1), Mentoring variables (X2), Competency variables (Y).

## Instrument

**Table 1.1**  
**Variable Independent (Coaching)**

Variable	Dimension	Indicator
Coaching (X <sub>1</sub> )	Awareness	Willingness to see one's weaknesses
		Willingness to be able to learn
		Willingness to accept partners
		Willingness to accept

	Empowerment	partners
		Get insights
		Gain experience
	Partnership	Willing to have friends to discuss
		Get new things from partners
		Doing new things after getting an idea
	Change	Have great motivation
		Can achieve goals from within
		Already able to solve the problem

Source: Processed by the Author

**Table 1.2**  
**Variable Independent (Mentoring)**

Variable	Dimension	Indicator
Mentoring (X <sub>1</sub> )	Softskill	Foster integrity
		Foster creativity
		Improve work ethic
	Attitude	Appreciate the team
		Mentally better
		Agile at work
	Resilience	Prurposefullness
		Confidence
		Social Support
	Motivation	Idea
		Goal
		Performance
		Team Suoport

Source: Processed by the Author

**Table 1.3**  
**Variable Dependent (Competence)**

Variable	Dimension	Indicator
Competence (Y)	Knowledge	Tacit Management
		Learning
		Analysis
		Information
	Skill	Ability
		Training

	Experience	Growth
		Research
		Soft Skills
	Behavior	Hard Skills
		Action
		Reward and Punishment
		Activity
Servant		

**Source: Processed by the Author**

### **Data Analysis Techniques**

Literature research is used to research and understand company documents, theoretical underpinnings, and information relevant to the issue under investigation to obtain material that serves as the theoretical basis for compiling this research. This study was conducted by collecting data from textbooks, international journals, Internet sources, and other studies relevant to this study. The data collected are prepared, analyzed and further processed using developed rationales so that conclusions can be drawn from the data. Data gathered from the reading outcomes are then assessed by choosing the relevant materials or ones that are still relevant to the investigation. Based on the findings of further data analysis, a conclusion from the topic under study has been summarized and reached.

### **RESULTS AND DISCUSSION**

Coaching's effect on competencies the application of this coaching technique to students in order to attain academic supervision and to finish and carry out the process has empowered students as a result of the successful implementation of coaching supplied to students. is predicted to get better. The help of professors who serve as coaches when putting this coaching into practice, together with a number of motivational activities to increase the caliber of college graduates and strengthen students' abilities to succeed. Expected. Students that receive mentoring typically develop problem-solving skills and have the advantage of understanding how to achieve their objectives swiftly.

Mentoring approach friendship. A individual who presents assistance is known as a mentor. The individual who accompanies the mentor is known as a mentee. Mentoring is the technique of sharing knowledge, talents, and existence reviews to manual others to attain their complete potential. Mentoring is set sharing a adventure of discovery. Mentoring sports may be formal or casual and alternate and evolve as desires alternate. Mentors assist a person research and develop quicker than they in any other case would. Mentoring usually specializes in a large variety of destiny talents for private or expert development.

Competence is recognized as a key factor for top talent in today's job market. It is more important than ever to ensure that leaders have both the soft and hard skills necessary to succeed in their respective roles. A strong sense of ethics that empowers himself and others, openness to new

ideas, credibility in influence, and effective communication are among his most important leadership skills, according to experts. However, the specific competencies required for each role may vary (eg, depending on the work environment and/or who is doing the work). Leadership skills are qualities and techniques that help people perform better. Organizations can more effectively identify and develop the next generation of leaders by adopting a competency-based leadership approach.

## DISCUSSION

**Table 1.** Distribution Journal dan Publisher

<b>Numb</b>	<b>Name Article</b>	<b>Author</b>	<b>Journal</b>	<b>Publisher</b>	<b>Year</b>
1.	Career Coaching: Preparing what next	(Brooks & Skiem, 2018)	Nurse Leader	Elsevier	2018
2.	Coach career development: Who is responsible?	(Dawson & Phillips, 2013)	Sport Management Review	Elsevier	2013
3.	Strategic career coaching for an uncertain world	(Colombo & Werther, 2003)	Business Horizon	Indiana University Bloomington Kelley Scholl of Business	2003
4.	Exploring coaches' experiences and perceptions of a virtual parasport coach mentorship program	(Alexander & Bloom, 2023)	Psychology of Sport & Exercise	Elsevier	2022
5.	Leadership coach effectiveness as fostering self-determined, sustained change	(Taylor et al., 2019)	Science of the Total Environment	Elsevier	2019
6.	Educational intervention to support development of mentors' competence in mentoring culturally and linguistically diverse nursing students: A quasi-experimental study	(Oikarainen et al., 2022)	Nurse Education Today	Elsevier	2022
7.	Utilisation of entrepreneurial experiences in student-driven mentoring processes	(Fauchald et al., 2022)	The International Journal of Management Education	Elsevier	2022
8.	Online voluntary mentoring: Optimising the assignment of students and mentors	(Biró & Gyetvai, 2022)	European Journal of Operational Research	Elsevier	2022
9.	Student mentoring to enhance graduates' employability potential	(Bolton-King, 2022)	Science & Justice	Elsevier	2022

10.	A process-environment model for mentoring undergraduate research students	(Hickey et al., 2019)	Journal of Professional Nursing	<u>Elsevier</u>	2018
11	The influence of digital learning on health sciences students' competence development– A qualitative study	(Pramila-Savukoski et al., 2022)	Nurse Education Today	<u>Elsevier</u>	2022
12	Three paths to a Swedish nursing license: Two for internationally educated nurses and one for regular nursing students – A cross-sectional study of self-rated professional competence, self-efficacy, and thriving	(Högstedt et al., 2022)	Nurse Education Today	<u>Elsevier</u>	2022
13	Necessary political competences for nurses from the perception of the student body: Cross-sectional study in Spain	(Cervera-Gasch et al., 2022)	Nurse Education Today	<u>Elsevier</u>	2022
14	Assessment methods and tools to evaluate postgraduate critical care nursing students' competence in clinical placement. An integrative review	(Øvrebø et al., 2022)	Nurse Education in Practice	<u>Elsevier</u>	2022

(Ismail et al., 2018) target Education can be achieved when qualified educators educational, social, professional, etc optimum personality. With So a task someone does Teachers are not easy because of teachers well don't say explain or prove but also to be able to set an example inspirational, visionary also a big change (visionary) can plan what is best to his students. (Wijaya & Radianto, 2015) There is a difference between mentoring and coaching, Besides the similarities, mentoring, in short, means orientation and coaching. It has the meaning of extracting ideas/opinions from students to solve the problems that arise in the project-based learning they experience (Nito et al., 2020) Mentoring is a type of continuing education that can take place in both official and informal settings. It involves career guidance as well as individual guidance, as well as training, teaching, being a role model, counseling, and advocating on behalf of clients. (Kamaratri & Adhikara, 2019) Employees who have a mentor may feel more comfortable in the company and have a higher chance of promotion and career advancement, theoretically, mentoring is an emotional relationship between a mentor and a mentee that leads to internal quality improvement on a personal and professional level. (Anwar et al., 2018) Academic Mentors also point out the use as a path To improve student performance and success. Exemplary A mentor or mentor is required for the final graduation process of students Mentor. This shows that you need a mentor anyway Aspects of Academic

Life. (Jyoti & Sharma, 2017) Organizations have different types of mentoring programs, including formal and informal mentoring programs. A formal mentoring program is a conscious action plan implemented by an organization. In this program, the organization appoints mentors to guide, protect, guide and mentor mentees/employees, while informal mentors allow relationships to develop naturally. (Chairiyati, 2011) A student's level of motivation to learn is measured in three main dimensions. Mentoring program equipment, evaluation of mentoring program by test person, evaluation of test person On teacher/mentor performance.

## **CONCLUSION**

Based on the results of the analysis conducted, it can be concluded that all students should attend coaching and mentoring in order to improve their competencies student, The process of learning and teaching is called learning. Learning is defined as the domain concerned with facilitating human learning Systematic use: Identification, development, organization and use. Management of various types of learning resources and the entire Kusantati process. The direct contribution of experience is emphasized to develop the student's ability to seek academic learning and understanding. Science classes focus on finding and doing. while learning Technology designed for students to understand.

Fundamentals of development, organization and use. From the above discussion, it can be concluded that students need coaching and mentoring training to sustainably improve their skills before entering the professional world. You can deepen and expand. The more often someone does the same job, the more professional the job will be and the faster it will be completed. The more people work, the richer and more complete their work experience and product growth. A qualified person is a person who has excellent knowledge, skills, abilities and attitudes in a job. Therefore, organizations should take steps to develop and improve the skills of their students. Students are always expected to improve their knowledge, skills, and abilities in order to better meet the demands of their time and perform better in their organizations. Basically qualifying is the correct description someone at work did as described in Law No. 14 of 2005 regarding teachers and lecturers, paragraph 1 Article (10) shows jurisdiction there is a bunch of information Skills and behaviour required owned, occupied and managed by a teacher and lecturers in completing assignments with Load.

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