

## ABSTRACT

### Language Aptitude in Learning Level of Vocational Students' Training Productivity on The Tourism Field

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**Abstract.** Tourism fields have represented remarkable growth in International arrivals where they reached the global economic climate and included Indonesia. Tourism in Indonesia grew continuing that stimulated by traditionally destinations within particular regions. The particular of tourism climate needs to be supported by human resources as manpower who have aptitude skills according to their fields, such as tourism fields. In addition, aptitude skills are becoming important as generators in expansion of traditionally destinations for tourism fields to growing economies rapidly. The process of obtaining aptitude skills is crucial to be explored and known for further. That is the way where it becomes the aim of this research. The research as qualitative study which used Kirkpatrick model with psycholinguistics background through psychometric know-how. Both of them explore the individual's aptitude skills through their language aptitude as the first signal to know the productivity of training that they have attended. Data collection of this research was carried out a number of 30 vocational students in tourism industry who were close to the works in tourism fields. The results of this research showed up the differences of individual's aptitude skills on learning level which related to others levels. Those are 1) sense in reaction; 2) action in behaviour; and 3) quality in outcome. All of them view the specific and dynamic situation on the process of individual's training productivity.

*Key words: Language aptitude, learning level, training productivity, and tourism*

## INTRODUCTION

The growth of particular regions in Indonesia's tourism industries needs to be supported by the existence of its human resources. They are as manpower who required to have suitable skills according the fields where they are in, such as tourism fields. Their competences on those skills have to meet the certain tourism fields. This situation has illustrated that it is very important to know ensuring component in that skill's competences. One of them is aptitude skills. It generates to expand tourism activities and boost economies in the tourism industry. Aptitude skills consider both of physical and mental skills to

show individuals' potential works. Language aptitude skill is a first signal to know the potential work which has been had by individuals. Individuals used their memory to perform the most dominant experiences into their long memory. Their language aptitude in the kind of certain skills impact to their senses, actions, and qualities as outcomes.

World Travel and Tourism Council (WTTC) showed where activities on travel and tourism in 2020 have a number of 272 million jobs as a cross of sectors globally after the pandemic Covid-19 (WTTC, 2021). That condition certainly needs to be supported by quality as the concern of its jobs where language aptitudes having a crucial position. Language aptitude is a set of individuals' cognitive abilities on the given time and condition of their experiences. The description of that important things of language aptitude to be explored and known for further investigation on tourism vocational students as the focus of this qualitative research. They are specially prepared to enter the workforce of tourism industries, such as by trainings. Nickson (2007) said "*training is a planned process to modify attitude, knowledge or skill behaviour through learning experience to achieve effective performance in an activity or range of activities*". It shows that there is a learning process in a training activity.

Learning process on training as a practice which has capacity to accomplish tourism students to meet their traits in the acquired skills. This research used Kirkpatrick model and psychometric know-how with psycholinguistics as the background to measure students' aptitude skills of their experiences on training that they have attended. What things that they have known and how to do the things that they have adapted, learned, understood, until getting the solution for the next objectives as a motivation of outcomes. This research's findings contribute to appear the first signal of aptitude skills of individuals as manpower resources by expressing language aptitude as the basic measurement of individuals' skills which suitable to their works.

## 1. Cultural Tourism Industry

Tourism industry is a part of tourism fields where it refers to the destination for different locations by travelling of people movement with some objectives, such as leisure, social or business activities. They are close related to hotel, hospitality and transportation broadly. Domestic and international tourists are coming into tourism sectors and covering activities for a long time in their destinations. It generates the presence of cultural interests on traditionally destinations and make it a phenomena which recognize the particular landmarks. That climates create the nature travelling for international tourists and also attract attentions of domestic visitors. It is being a different cultural fragmentation of a heritage such as Indonesian heritage. Timothy and Nyaupane (2009) said that, "*Heritage is a source and symbol of identity. Both tangible and intangible heritage plays an important role in creating individual, community, and national identity*". Individuals have roles that shape their identities along with the existence identity of cultural heritage its self in tourism activities.

Those activities on tourism industries need to be supported by individuals in current competence as human resources to generate a high profile of cultural tourism industry. There are four categories as supporting profile, 1) tourism derived; 2) motivational; 3) experiential; and 4) operational (McKercher and Cros, 2012: 3). They give experiences to the specific oriented destinations and level of interests. The positions of them are extended in social environment for some reasons, like as business, pleasure and social entertainment. Curiosity on cultural tourism industry creates new relationship between travellers. They share benefits in wide ranges including social and economic numbers.

Traditional destinations have potential opportunities for people as human resources to explore their potentials in there. Individuals as potential people in the related works provide some places for tourists and assist them to getting around destinations. The different and unique components of traditional destinations' lodgings are essential for elements of tourism, cultural heritage, experiences, and tourists. Those elements needs the right services of human resources that suitable to its activities. Their existences will become a problem when it is not fulfilled according to skills of human resources. Some cases have accured due to ignoring that problem. The presence of its problem makes role of human resources in tourism industry becoming important to be identified in completing the needs for future. It is meant the individuals' skills of human resources already have been known in further.

Individuals as workers have the roles who determine satisfaction in their professional jobs to give a quality as outcome for tourism fields. It is related to kinds of tourism activities to support various facilities and services inside there. There are quality circles that means the increasing employee involvement and gaining improvements in service quality (Lashley, 2001: 91). Creating quality on services for tourists is the tasks of professional workers in there. It is depended on individuals' capability of the skills that they already have and their existences need to carry out aptitude skills. The prime example of that is their language aptitudes which having the main role to exist skills in the first signal and driving realization of continuity to tourism industry, especially in all of Indonesia's traditionally destinations which bring in its cultural tourism.

## 2. Language Aptitude on Specific Skills

Aptitude explains the capacity of something and included individual's capacity as human resources. The most careers demand many different aptitudes (Barrett, 2009: 54). Ranges of aptitude are knowledge, acquired ability and attitude in performing a task. All the ranges of aptitude components are known by using language aptitude that refer to the potential of individuals through their language. It is a first sign to predict level of successful on individuals after getting learning process, such as productivity on their trainings that have training ever followed. It is evaluated individuals' structure in organizing words which infer to their memories of experiences on the training before. Identifying to their preference as dominant words of learning process on the training activities as the focus area with psycholinguistics background. It is in relating to their thinking by using psychometric know-how and Kirkpatrick model to know individuals' reaction until their outcomes.

### 2.1. Psychometric know-how

Knowing aptitude through individuals' language aptitude as the first signal that explore the differences level on the perception of individuals after doing the training. First signal will indicate the productivity of training on individuals. It appears the important awareness to their training into the potential its self to develop and promote the main objective, such as tourism activities. There are a motivation background of individual that correlate to their memories as cognitive factors. Wide range of language aptitude will be assessed by give questions to exist know-how of individuals. The questions know-how are related to individuals' ability in make sense to their decisions as information, their interpretation on sharing their acts to do it and their logical in identifying the quality as a result of acts itself.

The investigation of individuals existing describes psychological process on aptitude skills through their structures of language in using. Words in individuals chosen language define their attitudes, behaviours, structures and concepts (Marquardt, 2014: 81). They produce language to explain their know-how and find out their potentials expressions. There are process of competence and performance that contribute to critical reactions. Individual's reaction predicts the personality identifiable (Barrett, 2009: 148). Psychometric know-how with psycholinguistics background determines actions, thought and decision. Thought in origin theory from Skinner as the behavioural responses to speech utterance in nature (Steinberg and Sciarini, 2006: 182). Thought together actions and decision have the roles to improve performance and productivity into their passions. It provides individuals to the insight of sense, behaviour and decision. They relate to both of thinking and feeling to know individuals' characteristics on their strengths. It is useful to drive the individuals' expressions, actions and decisions.

### 2.2. Kirkpatrick Model

One of measurement to know the influence training on the individuals is Kirkpatrick model. It measures the maximum result from the activities that related to the training. That is an evaluation to explore 4 levels on the training productivity. They are reaction, learning, behaviour and result to recognize an individual for a body of work that has had significant impact on the field of workplace learning and performance (Kirkpatrick and Kirkpatrick, 2005). Behaviour in learning process performed directed to others, such as attitude. It is directed to responses between actions-reactions (Ajzen, 2005: 3). That matter makes behaviour and attitude as the two interrelated each others. Attitude in psycholinguistics background is exhibited in social norms to express ideas that accompanied thoughts (Traxler, 2012).

Those referring of some views on this research can be described which are separated be, 1) reaction as the first level to sense of participants where they give the feedback on the training activities as the feeling of its useful and make the improvements to them; 2) actions during in the training activities that indicate learning process where participants understand the materials. They accessed that included to behaviour, skills, attitude and knowledge. It is important to know the next materials into training in the future. Materials can be running well on the target and know the influenced environmental conditions. Behaviour and attitude expressed the participants' skill and knowledge. Actions as behaviour on attitude that able to carry out training activities; and 3) the final level is outcome where participants' performance illustrate the quality of their work activities. They carried out behaviour into the practically results in easily and quickly changes that distribute to its effective initial purposes.

All levels of Kirkpatrick model with psycholinguistics background find out the specific criteria on participants' experiences, such as trainings. Participants' senses as their feeling on experiences to fixed training outcome as the result. Actions are the expressions of their behaviour on attitudes and indicate

participants' confidence in the training. Learning materials on the training have applied and learned as a process into behavioural changes of individuals as participants. The changes are directed to individuals' performances into workplace. The using of this model with psycholinguistics background will measure and identify results to give benefits for both of participants and following the needs. It defines target goals clearly in actionable to training productivity.

### **3. Training Productivity on Tourism Vocational Students**

Training provided contribution to develop vocational students that follow to their needs on the work's fields, such as tourism fields. The productivity of training will promote the advantages into students' development of skills and competence. The concept of competence is the performance of capability which included knowledge, attitude and skills its self into professional individuals (Lucas, Spencer and Claxton, 2012: 38). They are connected to the competitiveness between them through trainings in the international level. The training productivity in relevant majors on the students will ensure the process of its trainings. Tourism vocational students activate their knowledge to apply the tourism in vocational trainings. Trainings are the answers to prepare students in professional actual working in many conditions. Students will learn to involve work's fields through training into practical experiences.

Vocational students on tourism activities promote the tourism development into specific outcomes, like as the improvement of vocational students' capacity through their competence and performances. The improvements are including the capacity of their outputs as strengthens to be competent in tourism industries. Mulder and Winterton (Mulder, 2017: 12) said that competent distinguished four meanings which follow 1) having conditional or sufficient ability or qualities, (2) adequate, (3) legally qualified and (4) the ability to function or develop. It can be seen that finding the quality of them is very important. Vocational students is a part of human resources with in increasing on the employability and competitiveness have to follow the qualities to both of Indonesian and international challenges. Quality of training productivity that equals to challenges following the current time needs to identify the strengths and weakness of participants, referred materials that related to specialized target and goals, attention that encourages entertaining professional presents in additional learning, covering information of workplace in the current trends, and numerous actions in moving productivity on training activities.

## **LITERATURE REVIEW**

Aptitude skills of tourism vocational students as human resources has closed relationship to activities of tourism industry. It was important to identify the first signal that indicate the process of trainings productivity into each level for students. Research of Piryani R. M., Piryani and Bhandary (2018) found the level of participants' confidence on their training as workshop by using open ended responses to active participation of the participants and interactive sessions. That result show the positive feedback on the training workshop. It is relevance of training and its content "bioethics". That is as an effective training and enhancing on teaching bioethics. There is a gap where an effective training need to see also from the process of training to be productivity. That is included the dynamical situation of participants on training.

Research of Cahapay (2021) as another research showed evaluation in complex environment of higher education by using Kirkpatrick model. Result of that research explained the causal relationship among the levels in limitations of appropriated methods and contextual inputs. The effectiveness of training program for students in higher education are needed to be limited and get the concerned scopes. There are the changes of behaviours and main outcomes as a single unit. Evaluation can reach three or four and access outcomes and influenced by its contextual. Different levels have different beneficiaries where level one to three involved students. A gap of that research can be seen where seeing quality of students' outcomes is very important to know it clearly.

Another research to tourism management of an island, such as Gili Trawangan, Indonesia is researched by Pitanatri (2018) where she explained island attract to the employment opportunities significantly to raise income of becoming professional in tourism activities. The results showed three findings. They are 1) improving living of individuals, such as local people need to increase skills; 2) culture is founding hardly on the Gili Trawangan as an island. It needs to increase the numbers of traditional attractions as cultural heritages to develop tourism activities; and 3) halal destinations in Indonesia give strengthens of destinations' existence. They are as the crucial contribution to manage tourism activities. There is a gap where aptitude skills of individuals as human resources is important to

explore more and get appropriated skills to found Indonesia's culture as strengthens of destinations. The other research of Wai, Lakin and Kell (2022) find out that students need to be served by many programs to develop their achievement into specific cognitive aptitudes. The specific aptitude will help to identify the strength and greater potential and inform the boarder understanding of abilities. Based on that view, it is increasing clearly where this research will add breadth into the broader potential students.

All of the researches that have been done previously into specific and qualified skills are crucial knowing and coming the self-reaction on individuals. They are realized by trainings follow on tourism practices and change their behaviours as a unit into the quality of outcome. Senses of individual as their reactions are expressed by actions as behaviours to change the outcome become good quality on its. It is implemented through language aptitude which has expression by language as tools in individual communication. Aptitude through language indicate cognitive abilities of individual, such as tourism vocational students. They refer to recognizing on training as their strongly experiences.

## **METHOD, DATA, AND ANALYSIS**

### **1. Design of Data Typically**

The type of this research is qualitative study and address research problem in coherent to aptitude skills of individuals through language aptitude as communication tools. Here are 30 tourism vocational students who have close relationship to tourism industries as target population. They are vocational students of tourism vocational school at Depok, West Java, Indonesia. Each individual will has the different aptitude skills and separated be some components which coherent to training productivity into specific situations. It is chosen to shape the suitable subject matters. Tourism vocational students are faced increasing to consider until outcomes.

Data collections are analysed by applying psychometric know-how and Kirkpatrick model with psycholinguistics as the background of the analysing activities. Data typically is related to the topic and its contexts naturally (Flick, 2014). It due to accurate and meet the main characteristic of data. Data analysis is the central step in qualitative research. The main characteristic is explaining of novelty into this research and define the specific objective to answer research question in knowing aptitude skills of individuals through their language aptitude as first signal to their abilities that related to workplace. Well-collected qualitative data is that they focus on naturally occurring, ordinary events in natural settings, so that we have a strong handle on what "real life" is like (Miles, Huberman and Saldana, 2014).

Problems which have known in the first recognition are formulated into this analysing to make answers clearly as findings of this research. Complex problems are described in three different explanation following the levels in aptitude skills through language aptitude with psycholinguistics background as a unity one to another. Data visually described a sample of population. The characteristic of samples as basic information to insight the potential relationship between components on each levels of individuals' aptitude skills. It is an exclusive numerical codes in order to summarize group of samples. It could be used percentages, ratio, and proportion.

### **2. Psychometric Know-How and Kirkpatrick Model in Qualitative Method**

Psycholinguistics is used as the background area of research context that related to Psychometric Know-How and Kirkpatrick Model as analysing units in this research. Both of them are used to measure the aptitude skills of individuals in closed to tourism industry. It is taken into three steps. They are drawn by particular describing. Both of know and how are realized into daily works as practices and change individuals on behaviour to positive outcomes. There are individuals' experiences that rotate their memories to show abilities. Aptitude are consisted by symbols of vocabularies as coding to recognize sound to symbols associations. Rote memory associates to words and its meanings. Aptitude found learning experiences on individuals' training which differ to higher aptitude.

Aptitude encourages what individuals know as pick up the informations, what individuals do and how much individuals apply use that knowledge. It is particular needs to newly daily works. Some questions of telling know and how informations of individuals shared their responsibilities. It generates ideas to give efforts and remove obstacles. Researcher in this research shared 3 main questions that relate to sense in reaction, action in behaviour, and quality in outcome. Three of them are supported by passions of participants to supported outcome in further training which follow workplace. Krikpatrick

model are used to measure the level position to their aptitude where reaction on learning as first level, action to make change on their behaviour as the second level, and outcome as result of change as the third level into impact of their passion in further.

**Table 1.** Aptitude Skills through Language Aptitude in Kirkpatrick Model

Aptitude Skills				
Language Aptitude	Sense of Experiences Meaning		Actions Words	Changes to Quality of Main Words
Kirkparick Model	Reactions	Learning Process	Expressions	Outcomes
	Main memory	Thinking Benefits	Behavioural Attitude Knowledge Skills	Profession Impacts Passions

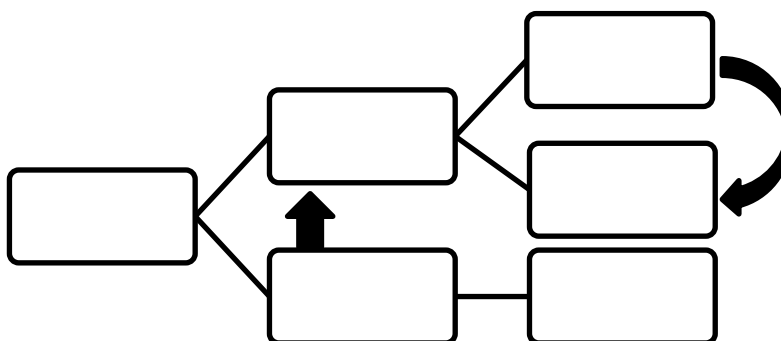
Kirkpatrick & Kirkpatrick (2005) said that outcome has been leading to the result of organisational. It is meant as the result to prepare individuals into realized workplace in further. They desires to reach and follow their passions. It is be a novelty of this research where we can explore the finding first signal of individuals’ aptitude skills through language aptitude insight to Kirkpatrick Model. Productivity of individuals’ training could been seen clearly.

## RESULT AND DISCUSSION

Process in data analysis discovers the useful information to finding into this research. A number of 30 tourism vocational students are making differ to their gender, both of 15 males and 15 females. Sample are analysed to separate them based on their reactions, actions and changes into the quality of them. It makes the particular results of data analysis in scientific with psycholinguistics background. There are finding new features of the results in details as highlights in explaining into 3 scopes of levels as below,

### 1) Senses as Reactions

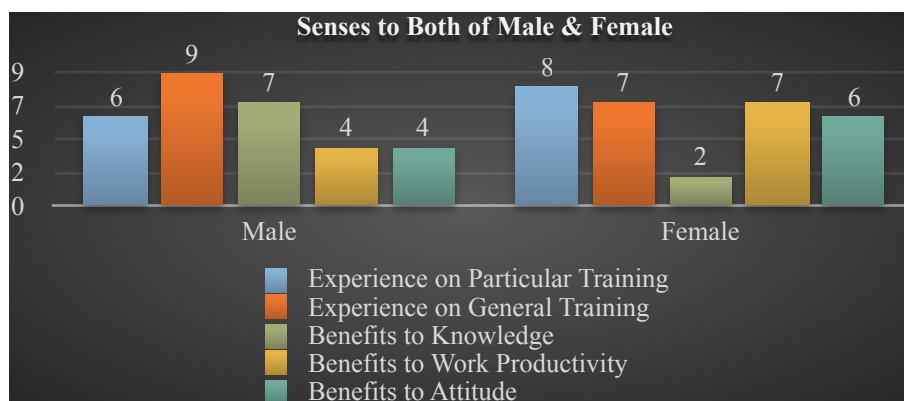
Individuals have particular language through their senses to get values on its. Words that are used in some contexts of their experiences put a moment to appeal characters. It takes a position language into their thinking as main experiences. We can see the relationship sense of words into individuals’ thought. They produce experiences into their main memory and think a benefits as values on that experiences before. Individuals used main memory as learning process for them. It will shape their understanding of culture of world. Benefits are determining of individuals’ cognitions. There is a potential abilities of individuals to view the responsibility on learning process.



**Figure 1.** Sense as Reactions in Main Memory of Individuals

Characteristics on individual thought to their experiences into main memory produce the potential observable on defining thought. They are both of verbal and nonverbal as the reactions on learning process, such as training activity that related to particular context on tourism industries. This

research finds sense of meaning to reactions of tourism vocational students where they think about some benefits through learning process. Drawing of that situation to sense can be explained visually through figure (1). Particular situation of that reactions are separated to be the sense of male of female in different view. It is explained to figure (2).

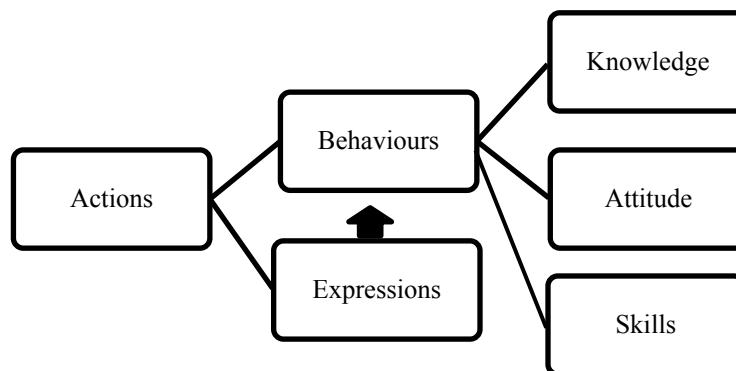


**Figure 2.** Sense as Reactions in Main Memory of Tourism Vocational Students

Particular situations could be seen through figure (2) where main memory of female appears on the particular experiences on training and view on dominant benefits to work productivity which looking to existence of skills relating tourism activities. Another side, male has view on main memory to experiences on general training and benefits to knowledge which can add their insights.

2) Actions as Behavioural Expressions

Benefits showed the thinking on it and related to actions as behavioural expressions. They are actions to knowledge, attitude and skills as realization of work productivity following to particular work fields. Behaviour covers entities of actions. That is related to context of their environment around the individuals. Actions that expressed behaviour show the realized movement of attitude, knowledge and skill on work productivity. They are included the way to apply training on the realized work fields through acts as individuals' identities.



**Figure 3.** Actions as Behaviours of Individuals' Expressions

Actions are like as figure (3) appeared by expression of behaviour which describe to knowledge, attitude and skills as work productivity. They are expressive behaviour of individuals. It covers activation on three of knowledge, cognitive attitude as individuals' attention and work productivity. All of them as particular attributes in moving acts. This result describes the description of expressive movement as behaviours which connected to thinking into social performing in actions. The patterns of those actions in this research found the moving of expressive behaviours of tourism vocational students that explained through figure (4).

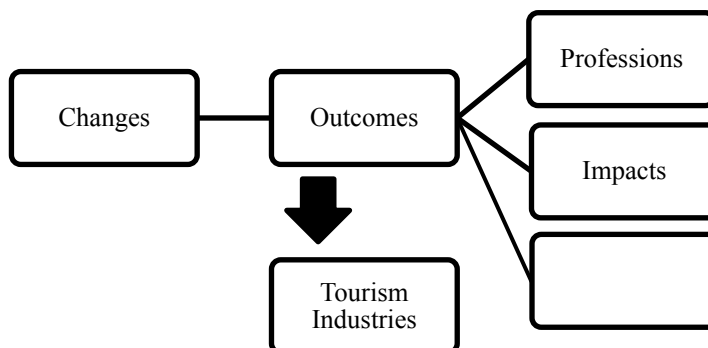


**Figure 4.** Actions as Expressive Behaviours of Tourism Vocational Students

This result showed expressive behaviour of female to the attitudes. Female of tourism vocational students have expressive movement on attitude. It determines manner in actions. The behavioural expressions have purpose to presence their inner experiences through experiencing of their emotions. Another side for male of tourism vocational student where they are quite different. Male has behaviours to knowledge as their manner of expressive movements. It is motivational thinking to be expressive actions which environment as symbolic context to their future. Situation as stimulus to assess personality traits of male.

3) Changes as Outcomes

Expressive movements on behaviours are used to see the quality of changes after actions. The result of this research describes expressions to recognize changes as outcomes. There are profession, impact and passion that presence particular outcome. Profession as outcome is indicated to efforts on particular work fields. Those details identify the differences outcomes of individuals. Their existences establish individuals' traits. It is final movement to reach following their passions after see the impacts. It is a rate speed on their movement which present a number of personality attributes to be outcomes.



**Figure 5.** Changes as Individuals' Outcomes

Expressive movement in changes as individuals' outcomes create the productivity of trainings to tourism vocational students. Profession, impact and passion of them put the success their career on works fields in future. It draws work motivations of students to find out passion on their relevant career. All of them across various contexts. They contribute to individuals' experiences on works fields. It manages works on professional jobs as giving the impacts to its passion. This research appears the particular profession, impact and passion to both of male and female tourism vocational students. They indicates outcomes as the final level after behaviours. They have the highest important values on trainings program in particular professions. Figure (6) is sharing result visually to that situation.



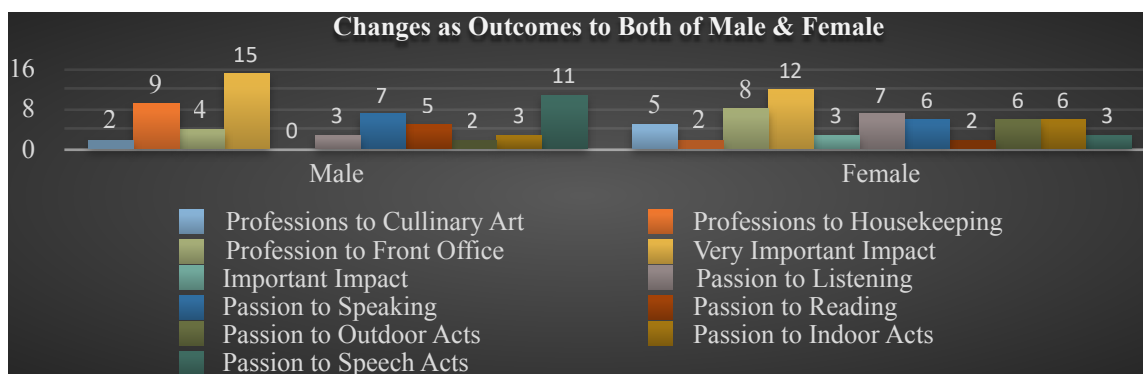


Figure 6. Profession, Impact and Passion on Individuals' Outcomes

Figure (6) describe the changes as outcome of tourism vocational students visually. Male is appearing to be houskeeping as their work fields in tourism industries with having very important impact to them. Their professions are supported by their passions into speaking activities that related to speech acts. Another side, female is appearing to be front office work fields in tourism industries that having very important impact to them. Female's professions are supported by their passions on listening activities which related to both of outdoor and indoor acts. Their outcomes have different particular positions with the same impact in tourism industries.

4) Aptitudes Skills on Training Productivity of Tourism Vocational Students

The results of figure (1) to (6) describe the illustration to process of individuals' aptitude skills into three steps on different levels. They are start to sense which has insight on reactions which coming from experiences on training program into main memory. They are seeing benefits from particular training for female and general one for male. Both of them seeing those benefits in dominant ones to knowledge and work productivity. It is meant as the same values on learning process of them. Widening knowledge and shaping work skills as the benefits which are coming dominant for them.

The second step describes individuals' actions after showing reactions. They expressed actions as their behaviours. It explained continuing knowledge, attitude and skills as works productivity into realized actions. Female has action into attitude that related to work productivity as a skill. Female acts attitude to realized work productivity. The other result, male has action into knowledge that related to previous insight. Male kept their acts to realize and continue the insight more widely in acts. There are the different particular actions between male and female of tourism vocational students into their behavioural.

The third as the last step to individuals' outcomes appeared the changes into profession, impact and passion. Aptitudes skills on outcomes of male and female have different profession. They are as housekeeping and front office fields in tourism industry. Their outcomes are supported by speaking and listening activities with involving outdoor, indoor and speech acts. The outcomes emphasized creating acts to next training. They have insight values to work fields and individuals in the future as professional human resources. Particular aptitude skills become owned by individuals to tourism industries with appropriated particular position to them.

## CONCLUSION

All results' finding of this research appears the first signal to know aptitude skills of individuals. They are described step by step until outcome seeing its quality and having particular benefits on each steps there. It is explained starting from reactions, actions to be behaviour and change to be outcomes as quality of individuals. There are appearing the differences aptitudes skills of male and female on tourism vocational students as samples of this research. Their aptitude skills could be known and then to be placed following appropriated work fields in tourism industries. The placement of both language aptitude and Kirkpatrick model with psycholinguistics as background of the context made the result of this research to be particular outcomes.

There are three steps with different level in finding aptitude skills process of individuals as first signal. Knowing aptitude skills is very important to clarify what to do next in appropriated ways. It will facilitate the recruitment in tourism industries as accordance to the needs and aptitude skills of

individuals as the potential human resources following the works fields. It is distributing to economic and social values. The values can be felt and used by company in tourism industries and individuals itself. Aptitude skills that are known to be possessed by individuals will be easy to hone following the direction both nationally and internationally objectives to the works fields in the future. It is especially for human resources in early ages.

## **IMPLICATION/LIMITATION AND SUGGESTIONS**

This research has implications to both of applied linguistics and strategic managements into tourism industries including their activities. Knowing aptitude skills in earlier ages have account of the way to help determine training styles in future following works fields and individuals. There are determining the result of each steps of aptitudes skills' process. The implication of cross studies found aptitude skills into their first signal to manage the needs and goals in future following the target of individuals.

Changing in tourism industries which have a major impact on economic and social fields assessed the particular goals and objectives. The suggestions are divided to competitive companies and individuals. They need to focus on particular process to reach the particular goals. Aptitudes skills of individuals have to put appropriately into works positions of its fields. That is a focus way to get effective time and cost differ the particular objective. Aptitude skills will prevent the threat of the loss that may arise from the training activities. Creating productivity of training need to develop aptitude skills of individuals until outcomes as the first signal to be successful cultural tourism activities. It is meant problem which will be coming in future work filed could be avoided by paying attention to the aptitude skills on individuals in the workspaces, such as tourism industries.

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The finding of this result is expected to provide benefits to the world of tourism industries. It is as concerned attention to cultural development in tourism industries. Those attentions are the answers to the development on tourism vocational education in professional system. The vocational education will be working following the trend on tourism industries to produces quality graduates as human resources in academically capable into workforce of tourism industry.

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