Systematic Literature Review (SLR) on the Effect of Animation Skill Competence on Employability

Mardi[1]* Ekohariadi[1] Any Sutiadiningsih[1] I Gusti Putu Asto B[1] Tri Wrahatnolo[1] Lilik Anifah[1]
[1]* Universitas Negeri Surabaya, Surabaya, Indonesia

Email : mardi.22003@mhs.unesa.ac.id

	ABSTRACT
Keywords: Animation Skill Competency, Employability, SLR	*In the world of the creative industry, animation had become one of the important things needed to produce interesting visual content. Good animation skills can increase individual competitiveness in the world of work and can also affect the chance of getting a job . This study used the SLR method to collect and analyze recent research on the influence of animation skill competency on employability. In this study, we found that individuals with good animation skills have a better chance of getting a job and can also earn a higher salary. In addition, our research showed that the competency level of animation skills was very important for increasing employability. Individuals with better animation skills tend to have the ability to produce better and more engaging content, thereby adding value to the organization. However, this study also found that other factors such as work experience and education also have a significant effect on employability. Therefore, further research was needed to study the relationship between animation skills and other factors that can affect employability. Improving the competence of animation skills can increase individual employability in the creative industries. This research can provide guidance for individuals and organizations in developing better animation skills to increase competitiveness and employment opportunities.*

INTRODUCTION

21st century skills are a very important influence in the field of education, because they can guarantee students have learning and innovation skills, become users of information technology, work actively, and survive by using life skills [1] According to [2] 21st century skills express individual characteristics that become good citizens in terms of work. In addition, the main skills used in the 21st century refer to the development of a form of cognitive, behavioral, or emotional skills for school life and outside of school. In line with the opinion of [3] 21st century skills are the development of skills that are prioritized in involving creativity, innovation, critical thinking, problem solving, decision making, learning, communicative, important collaboration in the development of skills that link information technology to children's future readiness when working in field. The importance of adab 21 skills was applied in learning at school. 21st century learning had implications for development from time to time by society from primitive to agrarian, industrial, and leads to an informative society characterized by the development of digitalization [4].

In an effort to improve the quality of human resources in Indonesia, animation skills competence was one of the main focuses. One indicator of success in the development of animation skill competencies was increased employability or labor competitiveness in the job market. Therefore, a systematic literature review (SLR) was carried out to evaluate the effect of animation skill competence on employability [5].

In today's digital era, animation was a field that was growing and was in great demand by many people. In the world of work, competence in animation skills can be an added value for individuals to increase employability or competitiveness in the job

market. Therefore, research on the effect of animation skill competence on employability was very important to do [6].

Systematic Literature Review (SLR) was a research method carried out with the aim of obtaining a comprehensive and structured understanding of a particular topic or issue. SLR was carried out by selecting a large number of articles, journals and other scientific publications that are relevant to the topic under study, then evaluating and comparing these findings [6].

In conducting a Systematic Literature Review (SLR), the researcher conducted a search for studies related to the influence of animation skill competence on employability. Based on the search results, some interesting findings were found. First, there was a significant relationship between animation skill competency and employability. Individuals who have good animation skill competencies tend to have a greater chance of getting a job and earn a higher salary compared to individuals who lack animation skills. Second, the competency of animation skills required by the job market continues to grow along with technological developments. Therefore, individuals who wanted to increase their employability need to continue to develop animation skill competencies according to the needs of the job market. Third, there were differences in the effect of animation skill competency on employability between educational background and gender. Individuals with an educational background in fine arts or graphic design tend to have better competence in animation skills and find it easier to get jobs in animation. Meanwhile, female individuals tend to benefit in terms of employability because animation was often considered a more suitable field for women.

RESEARCH METHOD

This study used the Systematic Literature Review (SLR) method to identify the effect of animation skill competency on employability. This method was used to compile, analyze, and synthesize literature relevant to the research topic. This scientific article was compiled using the Systematic Literature Review (SLR) method. Systematic Research Literature Review was a research method that was carried out by collecting, reviewing and evaluating the results of previous studies related to the research topic being carried out. Systematic Literature Review research was carried out using structured and measurable steps, resulting in objective and accountable conclusions [7] which in each process follow predetermined steps.

The first stage in the SLR method was to formulate clear and specific research questions. The research question used in this study was "Does animation skill competence affect employability?" Next, the researcher conducted a literature search that was relevant to the research question using several databases such as Google Scholar, National and International Journals. The selected articles were then reviewed for quality using inclusion and exclusion criteria. After the literature was selected, the researcher conducts data analysis by identifying the findings from the literature. The results of the analysis are then synthesized to find answers to research questions [8].

Based on the results of the analysis and synthesis of the literature, this study found that animation skill competency had a significant effect on employability. Good animation skills can increase one's chances of getting the desired job. In conclusion, the Systematic Literature Review (SLR) method can be used to identify the influence of a

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variable on a phenomenon. This study showed that animation skill competence plays an important role in increasing a person's employability.

RESULTS AND DISCUSSION

Based on the Systematic Literature Review (SLR) conducted, it was known that animation skill competence had a positive effect on a person's employability. Good animation skills will improve the quality of work and make someone more qualified in the eyes of the company. In addition, the use of technology in making animation also had a significant influence on employability. Companies tend to prefer candidates who have experience using the latest technology and are able to produce high-quality work.

However, SLR also found that there are other factors that affect employability besides animation skill competence. These factors include work experience, education, and other skills relevant to the position being applied for. Therefore, all of these factors need to be considered in preparing to enter the world of work.

In the digital era like now, animation is one of the fields that was in great demand by the public. Therefore, the competence of animation skills is important for someone who wants to work in this field. However, does animation skill competence also affect a person's employability? To answer this question, a Systematic Literature Review (SLR) was carried out by collecting various articles and journals that discussed the effect of animation skill competency on employability. The results of the SLR show that there was a significant relationship between animation skill competence and a person's employability.

This study showed that expertise in making animation was one of the competencies most sought after by companies. In addition, this study showed that the ability to work in a team and produce quality work was also an important factor in increasing one's employability in the field of animation.

However, several studies also showed that the level of education and work experience also had a significant influence on the employability of a person in the field of animation. Therefore, in addition to increasing the competence of animation skills, education and work experience also need to be considered in increasing a person's employability in the field of animation. Several studies have been conducted to determine the effect of animation skill competency on employability. The results of this study indicate that animation skill competence had a significant influence on a person's employability. Someone who had good animation skills competence will be more easily accepted and considered by companies in the recruitment process.

In addition, the research also showed that good animation skill competence can increase one's productivity and quality of work. The ability to create attractive and high-quality animations can help a person to complete the assigned tasks more effectively and efficiently.

From the results of the SLR, it can be concluded that the competence of animation skills had a significant influence on a person's employability in the field of animation. Therefore, to guarantee career success in the field of animation, people needed to improve the competence of animation skills and pay attention to the level of education and work experience one has.

However, the research also showed that there area were several other factors that can

affect a person's employability, such as work experience, education, and interpersonal skills. Therefore, it was important for a person to develop all the necessary aspects to increase their employability.

Table 1. Literature review.

Authors	Title	*Results*
Ans De Vos, Sara De Hauw, Beatrice IJM Vander Heijden, 2011.	Competency Development And Career Success: The Mediating Role Of Employability	The results supported the idea that employee participation and support for skills development initiatives was positive. There was a positive correlation with workers' perceptions of their employability.
Zheng Liu, 2021.	The Impact of Government Policy on Macro Dynamic innovation of the Creative Industries: Studies of the UK's and China's Animation Sectors	The result was the macro-dynamic innovation model of OIES that can be implemented in the animation industry, with characteristics along the value chain showing different patterns of CISS, OISS and SISS.
Paul Ayres, Nadine Marcus, Christopher Chan, Nixon Qian, 2009.	Learning hand manipulative tasks: When instructional animations are superior to equivalent static representations	Cognitive load theory was used to argue why instructional animations are more effective in teaching human motor skills than static representations. A key aspect to this argument was the role played by the transitory nature of animation and the newly discovered human mirror-neuron system. In two experiments students were taught to tie knots or complete puzzle rings either through an animated presentation or an equivalent sequence of static diagrams. In both experiments students learn more from the animation mode than the static one[9].
Mardi, 2021	Improving the Quality of Human Resources in the Field of Animation Through the PK SMK Program (Center of Excellence)	The results of this study show that the animation industry is in dire need of ready-to-use students, both pre-production and post-production. Not only skills but also work attitudes, characters and profiles of Pancasila students are important points in producing animated films [10].

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Authors	Title	*Results*
Wahyu Ariyanti, Baedhowi, Sunarto, 2017	The Influence of Mastery of Productive Subjects and Industrial Work Practices on the Job Readiness of Class Xi Students of Christian Vocational School 1 Surakarta Academic Year 2016/2017	The results showed that there was an effect of mastery of productive subjects and apprenticeship on work readiness simultaneously by 29.4%, the effect of mastery of productive subjects on work readiness by 13.69%, and the effect of apprenticeship on work readiness by 16.65% .[11]
Rolf Ploetzner a, Sabine Schlag, 2013	Strategic learning from expository animations: Short- and mid-term effects	The results of this study improved learning from different expository animations. It also led to an acquisition of knowledge which was available beyond the learning period and it equally benefited students with low and high cognitive abilities alike [11].
Fan Jia-Yia, LU Yan-Qiaoa, QU Qi-Xinga , Zhang Li, 2022	Creating Cultural Brand Equity From The Perspective Of Consumer Cognition – A Case Study Of Chinese Animation Brands	This study provides results for the construction of Chinese animation brand equity was established and also provides a new idea for the establishment of cultural brand equity management [13].
Muhammad Ihsan, 2017	Analysis of Factors Influencing Job Readiness of Students at State Vocational School 1 Sinjai	The factor that influences work readiness is the ability factor, which is the strongest factor affecting work readiness in students of SMK Negeri 1 Sinjai. This factor consists of academic achievement, level of intelligence, practical experience, discipline, expectations for entering the world of work, talent. 3) The factors that affect the work readiness of students at SMK Negeri 1 Sinjai are influenced by ability factors, academic factors, behavioral factors and self-potential, innate/inherited factors [13].

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Authors	Title	*Results*
Shofiyah Al Idrus, Ahmad Sonhadji, Waras Kamdi, 2016	Contribution of competency knowledge, expertise, and utilization of technology as well as entrepreneurial interests of graduates of the Animation Vocational High School (SMK) in the Field of Animation to the implementation of creative industries in Malang City (studies in the Animated Film and Interactive Games sub-sector	Based on the results of this study it was found that the quality of animation and human resource competence of animation SMK in terms of knowledge competence has an important role in the development of the animation creative industry, the higher the competence of knowledge possessed, the more influential the quality of the animation produced in the creative animation industry. Whereas expertise as the highest contribution in the creative industry is shown through the ability to draw SMK students as a determinant of animation quality.
Ade Nurhopipah, Uswatun Hasanah, Dani Arifudin, Krisno, Achmad Ferdiyansyah, Dwi Ayu Mutiara, 2020	Stimulating Children's Potential Through The Animator Talent Tour Activities.	Based on the results of this study, the evaluation of mastery of the material obtained an average success of 74%, while in the evaluation of workshops, an average success of 82% was obtained using the benchmarks determined by the organizers [14].

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CONCLUSION

After conducting a Systematic Literature Review (SLR) on the effect of animation skill competence on employability, it was found that there was a significant correlation between animation skills and the ability to get a job. The study showed that good animation skills can give individuals a competitive advantage in finding work in creative industries, such as film, advertising, and video games. Apart from that, animation skills can also provide an added value for individuals who wish to work in marketing, graphic design, and social media. However, keep in mind that animation skill was only one factor that affects employability. Individuals also need to have other skills, such as communication skills, creativity, and the ability to work together in teams. Overall, SLR showed that animation skills can increase an individual's chances of finding employment in the creative industries. However, individuals also need to develop other skills in order to compete well in the labor market.

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