FACTORS INFLUENCING UNIVERSITY STUDENT'S READINESS TOWARD THE WORKING WORLD

Nadia Apriliana*[1], Ika Indriasari[2], Rita Meiriyanti[3]
Universitas PGRI Semarang, Indonesia*[123]
nadiaapriliana27@gmail.com*[1], ikaindriasari@upgris.ac.id[2],
ritameiriyanti@upgris.ac.id[3]

Abstract: The era of globalization that is increasing and has strong competitiveness between companies encourages every university to improve the quality and readiness of students to enter the world of work. Based on this, this study aims to test and analyze the influence of mastery of technology, development of work skills, and soft skills on student work readiness. The population used in this study was students of the Management Study Program, Faculty of Economics and Business, PGRI Semarang University Class of 2018-2019 which amounted to 428 students, and a research sample of 208 respondents was obtained. The sampling technique used is purposive sampling. Based on the results of research using the t-test (partial), it was found that mastery of technology affects job readiness, development of work skills affects job readiness, and soft skills do not affect job readiness. The results in the f test (simultaneous), it was found that mastery of technology, development of work skills, and soft skills simultaneously affect job readiness.

Keywords: Mastery of Technology; Development of Work Skills; Soft Skills; Work Readiness

INTRODUCTION

The increasing era of globalization and increasing competitiveness between companies is an impetus for companies and government agencies to improve the quality and performance of their employees. In this case, the world of education in Indonesia plays an important role in producing and growing prospective workers who are skilled and have qualified abilities. Higher Education is a place that can produce young generations who have competencies and expertise in their fields so that they can keep up and face every challenge in the world of work in the 21st century. Because during the Covid-19 pandemic, most students do every assignment at home, causing different impacts from before, such as not being optimal in mastering technology, lack of development of work skills, and student soft skills.

Therefore, PGRI Semarang University, especially in the Management Study Program, Faculty of Economics and Business, strives to produce graduates who are professional, qualified, creatively thinking, and have a business spirit. PGRI Semarang University is a private university that is always fully and sincerely committed to providing the best educational services for both S1 and S2 education levels with a competency-based curriculum. The Management Study Program, Faculty of Economics and Business always equips its students with knowledge that will certainly be used when entering the world of work such as mastery of technology, development of job skills, and also soft skills for student work readiness.

In this case, there is a general purpose of research that can be known, namely knowing how much influence mastery of technology, skill development, and soft skills have on students' work readiness in the world of work. There is also a specific purpose in this study, namely to test and analyze the positive influence of technology mastery on student work readiness, to test and analyze the positive influence of job skills development on student work readiness, to test and analyze the positive influence of soft skills on student work readiness and to test and analyze the positive influence of

ALMANA
Jurnal Manajemen dan Bisnis

technology mastery, job skills development and soft skills towards student work readiness.

Information Technology is the use of computer electronic devices that can be used to enter, process, store, analyze and also distribute information to others (Azzahrah, 2020). In addition, information technology can also be said to be an information system that can help a job by saving costs and time, making it easier for someone to complete work. So that it can be concluded that Mastery of Technology is a person's ability to perform actions, carried out under existing theories and practices.

Skill is an ability that every individual has to operate or carry out a job easily and meticulously. In addition, skills can be interpreted as actions or tasks and can also be used as indicators that can be used to indicate the level of proficiency. According to Fortuna (2022), Job Skills Development is a process of improving and developing skills or skills in doing a job accurately and accurately.

According to the WHO (*World Health Organization*), *soft skills* are the ability to behave adaptively and constructively that can be handled by each individual effectively and efficiently. Meanwhile, according to Juariah (2019), Soft Skills are a person's skills in managing themselves (intrapersonal skills) and also a person's skills in relating to others (interpersonal skills) which can improve one's performance to the maximum.

These soft skills consist of effective communication, creative thinking, critical thinking, being able to build a team properly and correctly, and also other abilities that are still related to the individual's personality. At this time soft skills greatly affect a person's level of success, the more able a person is in honing the soft skills mastered, the more successful and sought after by the company. In today's increasingly rapid growth and development, students are expected to be able and able to have qualified and good soft skills than others.

Every individual human being will be faced with a condition where there is physical, and mental maturity and also experience at work which is commonly called work readiness (Syailla, 2017). The demands in job competition that are getting stronger and increasing add to the competitiveness that is quite high. In this case, each individual is expected to have the ability to compete, communicate or have the ability in their respective fields so that they have maximum work readiness. In the Complete Dictionary of Psychology, Readiness has two meanings, the first is the state in which each individual is ready to respond and the second is the level of maturity and also the development of each individual or maturity that is beneficial in practicing something.

In this regard, researchers have collected and studied several previous studies with similar titles and topics and encouraged researchers to raise this topic. The first previous research, namely those of Ratuela, et al. (2022) explained that hard skills, soft skills, and self-efficacy have a significant positive influence on job readiness. Azzahrah (2020) stated that mastery of technology and job satisfaction has a positive effect on the performance of employees of the Central Statistics Agency of Pangkep Regency. Juariah (2019) explained that Soft Skills and Work Motivation can affect the Work Readiness of Sharia Economics students at IAIN Bengkulu. Syahri (2020) showed that the variables of Learning Achievement and Soft Skills Ability of students of the Sharia Banking Study Program, Faculty of Economics, and Islamic Business IAIN Bengkulu have a positive value for job readiness.

Another research belongs to Yuniyanti. (2021) explained that the variables of self-development and work interest have a positive effect on the work readiness of students of the LP3I Polytechnic Jakarta Depok Campus. Lie & Darmasetiawan (2018) showed that Soft Skills can have a positive effect on job readiness in facing the AEC contained in S1 Students of the Faculty of Business and Economics, University of Surabaya. Fatah (2021) also stated that soft skills and intellectual abilities have a significant positive

ALMANA
Jurnal Manajemen dan Bisnis

influence on the Work Readiness of students of the Faculty of Economics and Business, University of Muhammadiyah Surakarta, Management Study Program.

Siregar (2019) stated that the variable Work discipline has a positive effect on Employee Performance and also the variable Mastery of technology affects Employee Performance. From several previous studies that already exist, it can be concluded that the competition in the world of work is getting tougher, students are expected to be able to have a qualified mastery of technology, development of good job skills, and also *soft skills* that can be applied in the world of work.

METHODS

This study uses survey research which is carried out by giving several questions to respondents which are samples from a population using quantitative methods that produce several discoveries that can be achieved using procedures that have been determined n. According to Sugiyono (2019), the quantitative approach can also be interpreted as research based on the philosophy of positivism which is used to examine a certain population and sample, data collection also uses quantitative data analysis research instruments that aim to test predetermined hypotheses. In this study, the author used to determine the influence between the variables that have been set by the author, namely mastery of technology, development of job skills, and soft skills on work readiness in students of the Management Study Program, Faculty of Economics and Business, PGRI Semarang University batch 2018-2019. The distribution of the questionnaire took place from July 18, 2022, to August 5, 2022, at PGRI Semarang University. In this study, the population used was students of the Management Study Program, Faculty of Economics and Business, PGRI Semarang University class of 2018-2019 with a total of 428 students. Then, researchers narrowed the student population using the Slovin technique and obtained a sample of 208 students. The samples used in this study were based on *purposive sampling* techniques. *Purposive Sampling* is a random sampling technique in which the targeted sample group has predetermined criteria. This study used multiple linear regression analysis as an analysis tool using SPSS (Statistical Product and Service Solutions) version 25 data processing tools.

RESULTS AND DISCUSSION

The validity test aims to test the submitted statement items to find out the validity of each question item. If the result of the r_{count} is compared with the result of the r_{table}, then df = n – 2 with a significance level of 5% or 0.05 is declared valid. The statement can be obtained df = 208 – 2 = 206. At number 206, when viewed in the table r has a value of 0.136. In the results of the validity test, the researcher used the SPSS application version 25, and here are the results

ALMANA
Jurnal Manajemen dan Bisnis

Table 1. Validity Test Results

Variable	Items	r_{count}	r_{table}	Items	Significance Value	Significance Level	Information
Mastery of Technology (X1)	X1. 1	0, 613	0,136	X1. 1	0, 000	0, 05	Valid
	X1. 2	0, 668		X1. 2	0, 000		Valid
	X1. 3	0, 654		X1. 3	0, 000		Valid
	X1. 4	0, 614		X1. 4	0, 000		Valid
	X1. 5	0, 562		X1. 5	0, 000		Valid
	X1. 6	0, 646		X1. 6	0, 000		Valid
Employability Development (X2)	X2. 1	0, 632	0,136	X2. 1	0, 000	0, 05	Valid
	X2. 2	0, 641		X2. 2	0, 000		Valid
	X2. 3	0, 602		X2. 3	0, 000		Valid
	X2. 4	0, 630		X2. 4	0, 000		Valid
	X2. 5	0, 691		X2. 5	0, 000		Valid
Soft Skills (X3)	X3. 1	0, 622	0,136	X3. 1	0, 000	0, 05	Valid
	X3. 2	0, 737		X3. 2	0, 000		Valid
	X3. 3	0, 730		X3. 3	0, 000		Valid
	X3. 4	0, 701		X3. 4	0, 000		Valid
	X3. 5	0, 651		X3. 5	0, 000		Valid
Work Readiness (Y)	Y1. 1	0, 683	0,136	Y1. 1	0, 000	0, 05	Valid
	Y1. 2	0, 661		Y1. 2	0, 000		Valid
	Y1. 3	0, 614		Y1. 3	0, 000		Valid
	Y1. 4	0, 625		Y1. 4	0, 000		Valid
	Y1. 5	0, 596		Y1. 5	0, 000		Valid

Source: Data processed by authors (2022)

Calculation results in table 1 indicate that all these research instruments can be said to be valid or valid because of each item of question that has been asked the value of the $r_{count} > r_{table}$ so that all variables in this study are declared valid or valid.

Table 2. Reliability Test Results

Variable	Result	Information
Mastery of Technology	0, 691	Reliable
Job Skills Development	0, 638	Reliable
Soft Skills	0, 722	Reliable
Work Readiness	0, 632	Reliable

Source: Data processed by authors (2022)

The table shows that the results of mastering technology, developing job skills, soft skills, and job readiness are greater than the predetermined provisions, namely Cronbach's Alpha > 0.60. So, in this study, each variable can be said to be reliable.

ALMANA
Jurnal Manajemen dan Bisnis

Table 3. Multiple Linear Regression Results

Type	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIFs
1 (Constant)	3,074	1,140		2,696	,008		
Mastery of Technology X1	,342	,053	,401	6,507	,000	,513	1,950
Job Skills Development X2	,408	,059	,424	6,951	,000	,525	1,904
Soft skills X3	,041	,042	,047	,978	,329	,861	1,162
a. Dependent Variable: Work Readiness Y							

Source: data processed by the author (2022)

In the table above, it can be found that the multiple linear regression equation in this study is $Y = a + b1 X_1 + b2 X_2 + b3X_3 + e$. The constant of the multiple linear regression equation is 3.074 and the coefficient value of the Technology Mastery variable is 0.342, the Job Skills Development is 0.408 and the Soft Skills are 0.041. Thus, it can be concluded that this multiple linear regression equation is $Y = 3.074 + 0.342X_1 + 0.408X_2 + 0.041X_3 + e$

Table 4. T-Test Results (Partial)

Type	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,074	1,140		2,696	,008
Mastery of Technology (X1)	,342	,053	,401	6,507	,000
Employability Development (X2)	,408	,059	,424	6,951	,000
Soft Skills (X3)	,041	,042	,047	,978	,329
a. Dependent Variable: Work Readiness Y					

Source: Data processed by authors (2022)

In the results of the t-test (partial) in the table above, it can be said that from the calculation results above, the Mastery of Technology value of t_{count} 6.507 > t_{table} 1.984 with a significance value of 0.000 < 0.05 so H1 is accepted. The Job Skills Development value is 6.951 > t_{table} 1.984 with a significance value of 0.000 < 0.05 so H2 is accepted. The Soft Skills value is t_{count} 0.978 < t_{table} 1.984 with a significance value of 0.329 > 0.05 so H3 is rejected.

Table 5. F-Test Results (Simultaneous)

ANOVA					
Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	578,553	3	192,851	102,704	,000[b]
Residual	383,058	204	1,878		
Total	961,611	207			
a. Dependent Variable: Work Readiness (Y)					
b. Predictors: (Constant), Soft Skills (X3), Job Skills Development (X2), Technology Mastery (X1)					

Source: Data processed by authors (2022)

ALMANA
Jurnal Manajemen dan Bisnis

In the results of the f-test (simultaneously) in table 5 above, it can be said that the calculation results above show that the calculated value of 102.704 which has a value much higher than the f_{table} value of 2.64 with a significance value of 0.000 < 0.05 so that it can be said that the variables of mastery of technology, development of job skills and soft skills simultaneously have a significant influence on job readiness

Table 6. Coefficient of Determination Results

Model Summary b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,776[a]	,602	,596	1,370
a. Predictors: (Constant), Soft Skills X3, Job *Skills* Development X2, Technology Mastery X1				
b. Dependent Variable: Work Readiness Y				

Source: Data processed by researchers (2022)

Based on the results of the coefficient of determination test above, it can be seen that Adjust Square 0.596 shows that the variables of mastery of technology (X1), development of job skills (X2), and soft skills (X3) influence the variables of work readiness of 59.6% while the remaining 40.4% is influenced by other factors that are not contained in the study such as intellectual ability, work motivation, and so on

Mastery of Technology on Job Readiness
The test results in this study stated that there was a positive influence between mastery of technology (X1) on work readiness (Y) partially. This is evidenced by the statistical results of the t-test on the technology mastery variable with a $_{calculated}$ t value of 6.507 > t_{table} 1.984 accompanied by a significance value of 0.000 < 0.05. From the results of these tests, the result was obtained that H_1 was received. Based on the existing results, FEB UPGRIS Management students have a high intensity of using information technology, utilizing information technology as a tool to facilitate communication and also using information technology as an ease to collaborate with colleagues or with others so that it can be said that indicators of mastery of technology have a major impact on the work readiness of FEB UPGRIS Management students.

Job Skills Development on Job Readiness
The test results in this study stated that there was a positive influence between job skills development (X2) and job readiness (Y). This is evidenced by the statistical results of the t-test on the occupational skills development variable with a calculated t_{value} of 6.951 > t_{table} 1.984 accompanied by a significance value of 0.000 < 0.05. From the results of such tests obtained the result that H_2 was received. Based on the results of research, the development of work skills is considered important and has a role in determining a person's success. Students always try to master every job, skill, and confidence by participating in webinars/courses/training. In addition, students also strive to improve their ability to control themselves and do work carefully and correctly by attending lectures and or organizations on campus.

Soft Skills on Job Readiness
The test results in this study stated that *Soft Skills* (X3) did not affect Job Readiness (Y). This is evidenced by the statistical results of the t-test on *soft skills* variables with a $_{calculated}$ t value of 0.978 < t_{table} of 1.984 accompanied by a significance value of 0.329 > 0.05. From the results of these tests obtained the result that

H_3 was rejected. With this, it can be interpreted that there is still a lack of understanding or awareness of FEB UPGRIS students about the importance of *soft skills*. Meanwhile, according to Hasibuan (2020), it is stated that a person's success in this society is not only by insight and hard skills but can also be influenced by the ability to manage oneself and others which are commonly called soft skills. Soft skills have an important role in a person's success. Therefore, it is necessary to have support from the University and Faculty to hold training or seminars on *soft skills* for student work readiness. So students are expected to be able to improve their soft skills and also have efforts to develop their *soft skills*.

Mastery of Technology, Development of Job Skills and Soft Skills on Job Readiness

The results of this study stated that simultaneously Mastery of Technology, Development of Job Skills, and Soft Skills have a positive and significant influence on Work Readiness, the results were obtained that the F value-$_{calculated}$ > F$_{table}$, namely with a value of 102,704 > 2.64 and a significance value of 0.000 < 0.05, it can be concluded that Technology Mastery (X1), Job Skills Development (X2) and *Soft Skills* (X3) which if carried out jointly or simultaneously, simultaneously has a significant effect on Work Readiness (Y). This means that the application of Technology Mastery, Job Skills Development, and *soft skills* if carried out simultaneously or together can affect the Work Readiness of students of the Management Study Program, Faculty of Economics and Business, PGRI Semarang University.

CONCLUSION

In facing the world of work, students are expected to be able to have the ability to master technology, develop job skills, and also qualified soft skills so that they can prepare for work readiness optimally. This research concluded that students of the Management Study Program, Faculty of Economics and Business, PGRI Semarang University Class of 2018-2019 have a good mastery of technology and development of job skills because they are supported by knowledge, practice, and also training or seminars. However, students are still not aware of the importance of soft skills in job readiness. So students are expected to be able to understand and realize the importance of soft skills to be equipped to face the world of work because soft skills are one of the factors that support a person's success in the world of work. In addition, the University can also hold activities to support students' soft skills such as training or seminars on soft skills so that students are motivated and have an idea for the future. Simultaneously, mastery of technology, development of job skills, and soft skills also affect students' work readiness.

REFERENCES

Azzahrah, M. S. (2020). Pengaruh Penguasaan Teknologi Informasi Dan Kepuasan Kerja Terhadap Kinerja Pegawai Badan Pusat Statistik Kabupaten Pangkep. *Journal, Economic Bosowa, 6*(4*), 1*–12.

Fatah, Y. A. M. (2021). *Pengaruh Soft Skill Dan Kemampuan Intelektual Terhadap Kesiapan Kerja Pada Mahasiswa Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Suralarta Program Studi Manajemen.* Skripsi. Surakarta: Universitas Muhammadiyah Surakarta

Fortuna, Dewi (2022). *Pengaruh Keterampilan dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Borobudur Indah Jaya Trans Bandung.*

Hasibuan, D. D. (2020). *Analisa Softskill Kesiapan Kerja Mahasiswa Manajemen Ekonomi Dan Bisnis Universitas Sumatera Utara (Studi Kasus Stambuk 2016).*

Juariah. (2019). *Pengaruh Soft Skill Dan Motivasi Kerja Terhadap Kesiapan Kerja Mahasiswa Ekonomi Syariah IAIN Bengkulu*. Skripsi. Bengkulu: Institut Agama Islam Negeri Bengkulu

Lie, N. L. C., & Darmasetiawan, N. K. (2018). Pengaruh Soft Skill Terhadap Kesiapan Kerja Menghadapi Masyarakat Ekonomi ASEAN Pada Mahasiswa S1 Fakultas Bisnis Dan Ekonomika Universitas Surabaya. *Jurnal Ilmiah Mahasiswa Universitas Surabaya, 6*(2), 1496–1514.

Ratuela, Y., Nelwan, O., & Lumintang, G. (2022). Pengaruh Hard Skill, Soft Skill Dan Efikasi Diri Terhadap Kesiapan Kerja Pada Mahasiswa Akhir Jurusan Manajemen FBE UNSRAT Manado. *Jurnal EMBA, 10*(1), 172–183.

Sholikhah, S.K. (2022). *Pengaruh Soft Skill Dan Keaktifan Berorganisasi Terhadap Kesiapan Kerja Mahasiswa Jurusan Manajemen FEB UMS*. Skripsi. Surakarta: Universitas Muhammadiyah Surakarta

Siregar. (2019). "Pengaruh Disiplin Kerja Dan Penguasaan Teknologi Informasi Terhadap Kinerja Pegawai Di Universitas Darma Agung. *Jurnal Darma Agung, 27* (1), 785-796.

Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D.* Bandung: Alfabeta. CV.

Syahri. (2020). *Pengaruh Prestasi Belajar Dan Kemampuan Soft Skill Mahasiswa Program Studi Perbankan Syariah Fakultas Ekonomi Dan Bisnis Islam IAIN Bengkulu Terhadap Kesiapan Kerja di Lembaga Keuangan Syariah.* Skripsi. Bengkulu: Institut Agama Islam Negeri Bengkulu.

Syailla. (2017). Pengaruh Praktik Kerja Industri Dan Motivasi Kerja Terhadap Kesiapan Kerja Siswa Kelas XII. *Psikoborneo: Jurnal Ilmiah Psikologi - E-journal Unmul, 5*, (3).

Yuniyanti, Y. (2021). Hubungan Pengembangan Diri Dan Minat Kerja Dengan Kesiapan Kerja. *Jurnal Lentera Bisnis, 10*(1), 114-123.