

ABSTRACT

THE EFFECT OF SOFT SKILLS ON WORK READINESS WITH LIFE-LONG LEARNING INTEREST AS AN INTERVENING VARIABLE

***(Survey on Gen Z Students of the Faculty of Economics and
Business, Siliwangi University)***

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This study aimed to determine and analyze the effect of soft skills on work readiness with life-long learning interest as an intervening variable among Gen Z students at the Faculty of Economics and Business, Siliwangi University. The research method employed was a verificative approach with explanatory research using a survey method on 91 respondents selected through a proportional stratified sampling technique. Data analysis was performed using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) approach with SmartPLS 4.0 software. The results indicated that the variables of soft skills, life-long learning interest, and work readiness among students were generally in the good classification. Based on hypothesis testing, it was found that soft skills had a positive and significant effect on work readiness both directly and indirectly through life-long learning interest. Life-long learning interest was proven to serve as a mediating variable with a partial mediation nature, meaning that the mastery of soft skills would have a much more optimal impact on work readiness if supported by a strong desire for continuous learning.

Keywords: *Soft Skills, Work Readiness, Life-long Learning, Gen Z*

ABSTRAK

**ANALISIS PENGARUH *SOFT SKILL*
TERHADAP KESIAPAN KERJA DENGAN
MINAT *LIFE-LONG LEARNING* SEBAGAI
VARIABEL INTERVENING**

**(Survei pada Mahasiswa Gen Z Fakultas Ekonomi dan Bisnis
Universitas Siliwangi)**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *soft skill* terhadap kesiapan kerja dengan minat *life-long learning* sebagai variabel intervening pada mahasiswa Gen Z Fakultas Ekonomi dan Bisnis Universitas Siliwangi. Metode penelitian yang digunakan adalah verifikatif dengan pendekatan *explanatory research* melalui metode survei terhadap 91 responden yang diambil menggunakan teknik *proportional stratified sampling*. Analisis data dilakukan dengan pendekatan *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) menggunakan *software* SmartPLS 4.0. Hasil penelitian menunjukkan bahwa variabel *soft skill*, minat *life-long learning*, dan kesiapan kerja mahasiswa secara umum berada dalam klasifikasi baik. Berdasarkan uji hipotesis, ditemukan bahwa *soft skill* berpengaruh positif dan signifikan terhadap kesiapan kerja secara langsung maupun tidak langsung melalui minat *life-long learning*. Minat *life-long learning* terbukti berperan sebagai variabel mediasi dengan sifat mediasi sebagian (*partial mediation*), yang berarti penguasaan *soft skill* akan berdampak jauh lebih optimal terhadap kesiapan kerja apabila didukung oleh keinginan belajar sepanjang hayat yang kuat.

Kata Kunci: *Soft Skill*, Kesiapan Kerja, *Life-long Learning*, Gen