

ABSTRACT

THE INFLUENCE OF SOFT AND HARD SKILLS THROUGH SELF-EFFICACY ON WORK READINESS (Survey of Student Interns at KP2KP Majenang)

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Guide 1: Dian Kurniawan

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This study aims to determine the level of soft skills, hard skills, self-efficacy, and work readiness of Internship Students at KP2KP Majenang. As well as the influence of soft skills and hard skills on self-efficacy. The influence of soft skills, hard skills, and self-efficacy on work readiness. The influence of soft skills and hard skills on work readiness through self-efficacy. This research is quantitative with a descriptive approach, using primary data and using partial least squares - structural equation model (PLS-SEM) analysis techniques. The results of this study conclude that the level of soft skills, hard skills, self-efficacy of Internship Students at KP2KP Majenang is good. Soft skills and hard skills have a positive and significant effect on self-efficacy. Soft skills, hard skills, and self-efficacy have a positive and significant effect on work readiness. Self-efficacy is able to mediate the influence of soft skills and hard skills on work readiness. The implications of this study indicate that to improve work readiness, organizations need to strengthen soft skills and hard skills, and encourage self-efficacy as an effective mediating factor.

Keywords: Soft Skills, Hard Skills, Self-Efficacy, Work Readiness.

ABSTRAK

PENGARUH *SOFT SKILL* DAN *HARD SKILL* MELALUI *SELF EFFICACY* TERHADAP KESIAPAN KERJA (Survei Pada Mahasiswa Magang Di KP2KP Majenang)

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Pembimbing 1: Dian Kurniawan

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Penelitian ini bertujuan untuk mengetahui tingkat *soft skill*, *hard skill*, *self-efficacy* dan kesiapan kerja Mahasiswa Magang di KP2KP Majenang. Serta pengaruh *soft skill* dan *hard skill* terhadap *self-efficacy*. pengaruh *soft skill*, *hard skill* dan *self-efficacy* terhadap kesiapan kerja. Pengaruh *soft skill* dan *hard skill* terhadap kesiapan kerja melalui *self-efficacy*. Penelitian ini berjenis kuantitatif dengan pendekatan deskriptif, menggunakan data primer serta menggunakan teknik analisis *partial least square – structural equation model* (PLS-SEM). Hasil penelitian ini menyimpulkan bahwa tingkat *soft skill*, *hard skill*, *self-efficacy* Mahasiswa Magang di KP2KP Majenang sudah baik. *Soft skill* dan *hard skill* berpengaruh positif dan signifikan terhadap *self-efficacy*. *Soft skill*, *hard skill* dan *self-efficacy* berpengaruh positif dan signifikan terhadap kesiapan kerja. *Self-efficacy* mampu memediasi pengaruh *soft skill* dan *hard skill* terhadap kesiapan kerja. Implikasi penelitian ini menunjukkan bahwa untuk meningkatkan kesiapan kerja, organisasi perlu memperkuat *soft skill* dan *hard skill*, dan mendorong *self-efficacy* sebagai faktor mediasi yang efektif.

Kata kunci: *Soft Skill*, *Hard Skill*, *Self-Efficacy*, Kesiapan Kerja.