

DAFTAR PUSTAKA

- Al Fajri, A. M., & Satwika, Y. W. (2025). Hubungan Efikasi Diri dengan Kesiapan Kerja pada Mahasiswa Akhir yang Berkuliah di Surabaya. *Character Jurnal Penelitian Psikologi*, 12(01), 360–369.
- Ambarwati, N., Pendidikan Ekonomi, J., & Ekonomi, F. (2020). Pengaruh Praktik Kerja Industri, Motivasi Kerja dan Self Efficacy Terhadap Kesiapan Kerja Siswa. *Economic Education Analysis Journal*, 9(3), 831–843. <https://doi.org/10.15294/eeaj.v9i3.42409>
- Anggraeni, S., & -, R. (2020). The Effect of Human Resource Competency on Financial Reporting. *Journal of Accounting, Finance, Taxation, and Auditing (JAFTA)*, 2(1), 1–22. <https://doi.org/10.28932/jafta.v2i1.2834>
- Anne, N., Laura, B., Peersia, K., Rappa, N. A., & Perry, L. B. (2024). Work readiness : definitions and conceptualisations Work readiness : definitions and conceptualisations. *Higher Education Research & Development*, 1–16. <https://doi.org/10.1080/07294360.2024.2366322>
- Antoro, B. (2024). Analisis Penerapan Formula Slovin Dalam Penelitian Ilmiah: Kelebihan, Kelemahan, Dan Kesalahan Dalam Perspektif Statistik. *Jurnal Multidisiplin Sosial Dan Humaniora*, 1(2), 53–63.
- Apriliansyah, M. (2023). Kepemimpinan Transformasional Dosen di Dunia Pendidikan yang Berlandaskan Revolusi Industri 4.0. *Journal of Economics and Business UBS*, 12(4), 2378–2388. <https://doi.org/10.52644/joeb.v12i4.298>
- Ardanti, D. M., & Rahardja, E. (2017). *Pengaruh Pelatihan , Efikasi Diri Dan Keterikatan Karyawan Terhadap Kinerja Karyawan (Studi pada Patra Semarang Hotel & Convention)*. 6, 1–11.
- Ariffin, N. A., & Norhisham, N. (2024). Antecedents Influencing The Work Readiness among Selected Practical Training Students in. *International Journal of Academic Research in Business and Social Sciences*, 14(3), 589–596. <https://doi.org/10.6007/IJARBS/v14-i3/20904>
- Asbullah, A., & Suharno, S. (2022). Analisis Kompetensi Sumber Daya Manusia dalam Mendukung Kinerja Pegawai UPT-KPHP Tana Tidung. *Ideas: Jurnal Pendidikan, Sosial, Dan Budaya*, 8(1), 27. <https://doi.org/10.32884/ideas.v8i1.589>
- Astuti, E. N., & Amri, M. (2024). Pengaruh Efikasi Diri, Motivasi Kerja, dan Pengalaman Magang terhadap Kesiapan Kerja Mahasiswa FEBI IAIN Ponorogo. *Niqosiya: Journal of Economics and Business Research*, 4(01), 33–48.
- Ayandibu, E. O. (2024). A review of transformational leadership and its impact on

- team, group, and departmental levels. *International Journal of Development and Sustainability*, 13(12), 1083–1095. www.isdsnet.com/ijds
- Ayuningtyas, P., Khalikussabir, & Brotosuharto, M. K. A. (2024). *Dampak Pelatihan Digital Marketing dan Keterampilan Komunikasi Terhadap Kesiapan Kerja Mahasiswa di Sektor Digital (Studi Kasus pada Mahasiswa Universitas Islam Malang)*. 14(02), 639–645.
- Azky, S., & Mulyana, O. P. (2024). Faktor-Faktor Yang Mempengaruhi Kesiapan Kerja Mahasiswa: Literature Review. *Innovative: Journal Of Social Science Research*, 4(3), 3178–3192.
- Bandura, A. (1993). *Perceived Self-Efficacy in Cognitive Development and Functioning*. 32. [https://educational-innovation.sydney.edu.au/news/pdfs/Bandura 1993.pdf](https://educational-innovation.sydney.edu.au/news/pdfs/Bandura%201993.pdf)
- Bandura, A. (1997). *Self-efficacy: The exercise of control*. Macmillan.
- Baron, R. M., & Kenny, D. A. (1986). The moderator--mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51(6), 1173.
- Bass, B. M., & Riggio, R. E. (2006). *Transformational Leadership: Second Edition*. <https://www.taylorfrancis.com/books/9781135618896>
- Becker, G. S. (1993). *HUMAN CAPITAL A Theoretical and Empirical Analysis , with Special Reference to Education*.
- Bernarto, I., Bachtiar, D., Sudibjo, N., Suryawan, I. N., Purwanto, A., & Asbari, M. (2020). Effect of transformational leadership, perceived organizational support, job satisfaction toward life satisfaction: Evidences from indonesian teachers. *International Journal of Advanced Science and Technology*, 29(3), 5495–5503.
- BPS.go.id. (2025a). *Tingkat Pengangguran Terbuka (TPT) - Tabel Statistik - Badan Pusat Statistik Kota Lhokseumawe*. <https://lhokseumawekota.bps.go.id/id>
- BPS.go.id. (2025b). *Tingkat Pengangguran Terbuka Menurut Provinsi - Tabel Statistik - Badan Pusat Statistik Indonesia*. <https://www.bps.go.id/id>
- Brown, S. D., & Lent, R. W. (2019). Social cognitive career theory at 25: Progress in studying the domain satisfaction and career self-management models. *Journal of Career Assessment*, 27(4), 563–578.
- Caballero, C. L., Walker, A., & Fuller-Tyszkiewicz, M. (2020). The Work Readiness Scale (WRS): Developing a measure to assess work readiness in college graduates. *Journal of Teaching and Learning for Graduate Employability*, 2(1), 41–54.
- Chairunissa, D., Anisah, A., & Rahmayanti, H. (2024). Membentuk kesiapan kerja mahasiswa melalui program magang. *Journal of Engineering Education and*

Pedagogy, 2(1), 1–7.

- Cheung, G. W., Cooper-Thomas, H. D., Lau, R. S., & Wang, L. C. (2024). Reporting reliability, convergent and discriminant validity with structural equation modeling: A review and best-practice recommendations. *Asia Pacific Journal of Management*, 41(2), 745–783.
- Clarke, M. (2018). Rethinking graduate employability: The role of capital, individual attributes and context. *Studies in Higher Education*, 43(11), 1923–1937.
- Creswell, J. W., & Creswell, J. D. (2017). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications.
- Creswell, J. W., & Creswell, J. D. (2021). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications.
- Dawis, R. V, & Lofquist, L. H. (1984). A psychological theory of work adjustment: An individual-differences model and its applications. (No Title).
- Deng, C., Gulseren, D., Isola, C., Grocutt, K., & Turner, N. (2023). Transformational leadership effectiveness: an evidence-based primer. *Human Resource Development International*, 26(5), 627–641. <https://doi.org/10.1080/13678868.2022.2135938>
- Dullayaphut, P., & Untachai, S. (2013). Development the Measurement of Human Resource Competency in SMEs in Upper Northeastern Region of Thailand. *Procedia - Social and Behavioral Sciences*, 88, 61–72. <https://doi.org/10.1016/j.sbspro.2013.08.481>
- Espinosa, P., Song, B., & Clemente, M. (2025). *Acta Psychologica Ex malo bonum : Dark traits and higher order values association with self-efficacy , motivation to learn languages and academic grades*. 261(June).
- Faisal, M., Febrian, W. D., & Purnama, Y. H. (2024). Pengaruh Keterampilan Interpersonal, Problem Solving dan Resiliansi Terhadap Kesiapan Kerja (Mahasiswa Gen Z yang Mengikuti Kegiatan ORMAWA di Universitas Dian Nusantara). *Jurnal Pendidikan Siber Nusantara*, 2(3), 126–139.
- Figueiredo, E., & Review, S. I. (2024). *Self-efficacy and academic performance in higher education : a case study Autoeficacia y rendimiento académico en educación superior : un caso de estudio*. 1–16.
- Firmansyah, D., & Dede. (2022). Teknik Pengambilan Sampel Umum dalam Metodologi Penelitian : Literature Review General Sampling Techniques in Research Methodology : Literature Review. *Jurnal Ilmiah Pendidikan Holistik(JIPH)*, 1(2), 85–114.
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39–50.

- Fugate, M., Kinicki, A. J., & Ashforth, B. E. (2004). Employability: A psychosocial construct, its dimensions, and applications. *Journal of Vocational Behavior*, 65(1), 14–38.
- George, A. Z. (2024). Research frameworks: critical components for reporting qualitative health care research. *Journal of Patient-Centered Research and Reviews*, 11(1), 4.
- Ghozali, I. (2021). *Partial least squares: konsep, teknik, dan aplikasi menggunakan program SmartPLS 3.2. 9 untuk penelitian empiris*.
- Go, C. F. M., Gonzales, F. R. S., Gonzales, M. M. T., Gonzales, S. A. C., Gregorio, A. H., Guerra, M. A. E. G., Guillermo, J.-R. E., Gumapos, N. F. M., Malong-Consolacion, C. P., Chua, R. L. E., & Berdida, D. J. E. (2024). Nursing students' blended learning satisfaction, self-efficacy, and work readiness: A structural equation modeling study. *Teaching and Learning in Nursing*, 19(4), e638–e645. <https://doi.org/https://doi.org/10.1016/j.teln.2024.05.010>
- Grace, G., Subiyanto, D., & Kusuma, N. T. (2024). Pengaruh Kepemimpinan Transformasional, Efikasi Diri, dan Keseimbangan Kehidupan Kerja Terhadap Kinerja Karyawan. *Jurnal Metaverse ADPERTISI*, 3(2), 1–11.
- Hair, J., & Alamer, A. (2022). Partial Least Squares Structural Equation Modeling (PLS-SEM) in second language and education research: Guidelines using an applied example. *Research Methods in Applied Linguistics*, 1(3), 100027.
- Hair, J., Hult, G. T. M., Ringle, C., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*.
- Harijanto D, Efendi F, & Sunaryo H. (2023). Efektivitas Kepemimpinan Transformasional Kepala Sekolah melalui Komitmen Kerja terhadap Kinerja Guru Merdeka Belajar. *Jurnal Akuntabilitas Manajemen Pendidikan*, 11(2)(2), 20–32.
- Henseler, J., Ringle, C., & Sarstedt, M. (2020). A New Criterion for Assessing Discriminant Validity in Variance-based Structural Equation Modeling. *Journal of the Academy of Marketing Science*, 43, 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hondo, N. (2024). PENGARUH KOMPETENSI SUMBER DAYA MANUSIA DAN DISIPLIN KERJATERHADAP KINERJA PEGAWAI PADA KANTOR POLISI PAMONG PRAJAKABUPATEN NIAS SELATAN. *Jurnal Ilmiah Mahasiswa Nias Selatan*, 7(2), 16.
- Innab, A., Almotairy, M. M., Alqahtani, N., Nahari, A., Alghamdi, R., Moafa, H., & Alshael, D. (2024). The impact of comprehensive licensure review on nursing students' clinical competence, self-efficacy, and work readiness. *Heliyon*, 10(7), e28506. <https://doi.org/https://doi.org/10.1016/j.heliyon.2024.e28506>
- Jendra, A. F., & Sugiyo, S. (2020). Pengaruh efikasi diri terhadap kecemasan

- presentasi siswa kelas XI di SMA Negeri 1 Wuryantoro. *Konseling Edukasi: Journal of Guidance and Counseling*, 4(1), 138–159.
- Jia, J., Zhang, Y., Bakar, L. J. A., & Ilyas, M. A. (2025). Transforming work in the digital era: AI-enhanced leadership and its effect on IT professional burnout. *Acta Psychologica*, 260, 105537. <https://doi.org/https://doi.org/10.1016/j.actpsy.2025.105537>
- Kang, L., Abdul Aziz, N. A., & Hassan, N. (2024). Transformational Leadership, Self-efficacy, and Work performance among Lecturers in Higher Education Institutions: Conceptual Analysis on a Mediation Model. *International Journal of Academic Research in Business and Social Sciences*, 14. <https://doi.org/10.6007/IJARBS/v14-i7/21973>
- Kitchenham, B. A., Budgen, D., & Brereton, P. (2015). *Evidence-based software engineering and systematic reviews*. CRC press.
- Kline, R. B. (2023). *Principles and practice of structural equation modeling*. Guilford publications.
- Leguina, A. (2015). *A primer on partial least squares structural equation modeling (PLS-SEM)*. Taylor & Francis.
- Listiana, H., & Anam, K. (2025). Strategi Penyusunan Kerangka Berpikir: Meningkatkan Kualitas Penelitian. *JURNAL LENTERA: Kajian Keagamaan, Keilmuan Dan Teknologi*, 24(1), 146–157.
- Ma, X., Waqas, A., & Malik, J. T. (2025). Transformational leadership and total quality management practices: Moderating role of collectivism. *Acta Psychologica*, 260, 105489.
- Mawaddah, H. (2019). *Analisis Efikasi Diri pada Mahasiswa Psikologi Unimal*. 2, 19–26.
- Memon, M. A., Ramayah, T., Cheah, J.-H., Ting, H., Chuah, F., & Cham, T. H. (2021). PLS-SEM statistical programs: a review. *Journal of Applied Structural Equation Modeling*, 5(1), 1–14.
- Mitra, T., & Attiq, K. (2024). Membangun Kesiapan Kerja Mahasiswa Ditinjau Dari Pelatihan, Dukungan Sosial Dan Efikasi Diri. *Management Studies and Entrepreneurship Journal (MSEJ)*, 5(2), 4648–4665.
- Moeheriono, P. (2021). *Pengukuran kinerja berbasis kompetensi edisi revisi*. Jakarta: PT Rajagrafindo Persada.
- Mufidah, E. F., Pravesti, C. A., & Farid, D. A. M. (2023). Urgensi efikasi diri: Tinjauan teori Bandura. *PD ABKIN JATIM Open Journal System*, 3(2), 30–35.
- Naufal Amanullah, M. (2020). *Efikasi Diri Dan Dukungan Sosial Dengan Kesiapan Kerja Mahasiswa Tingkat Akhir*. Universitas Muhammadiyah Surakarta.
- Novita, D., Violinda, Q., & Darmaputra, M. F. (2023). Pengaruh Hard Skill, Soft

- Skill dan Self-Efficacy Terhadap Kesiapan Kerja (Studi Kasus Pada Mahasiswa Tingkat Akhir Universitas PGRI Semarang). *Journal Economic Excellence Ibnu Sina*, 1(4), 281–300.
- Ozkal, N. (2019). Cypriot Journal of Educational. *Cypriot Journal of Educational Sciences*, 14(2), 190–200. <https://files.eric.ed.gov/fulltext/EJ1222103.pdf>
- Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990). Transformational leader behaviors and their effects on followers' trust in leader, satisfaction, and organizational citizenship behaviors. *The Leadership Quarterly*, 1(2), 107–142.
- Podungge, R., Bokingo, A. H., & Hilala, E. (2023). *SEIKO: Journal of Management & Business Peran Self Efficacy, Soft Skill, Dan Hard Skill Terhadap Peningkatan Kesiapan Kerja Bagi Mahasiswa Tingkat Akhir Fakultas Ekonomi Universitas Negeri Gorontalo*. 6(2), 224–232.
- Pratiwi, W., Supratman, O., & Rahayu, S. (2022). Pengaruh minat kerja dan kemampuan akademis terhadap kesiapan memasuki dunia kerja mahasiswa pendidikan teknik bangunan. *Jurnal Pendidikan Teknik Bangunan*, 2(2), 75–88.
- Purba, Y. O., Fadhilaturrahmi, F., Purba, J. T., & Siahaan, K. W. A. (2021). *Teknik Uji Instrumen Penelitian Pendidikan*.
- Putranto, F. X. G. F., Natalia, C., Pitriyani, N. K. D., & others. (2024). Closing the Gap Between Education and Labor Market Requirement: Do Vocational Education Matter? *The Journal of Indonesia Sustainable Development Planning*, 5(3), 181–191.
- Rafferty, A. E., & Griffin, M. A. (2017). Dimensi kepemimpinan transformasional: Konseptual dan ekstensi empiris. *The Leadership Quarterly*, 15, 329–354.
- Rahmat, A. M., Mohd Adnan, A. H., & Mohtar, N. M. (2019). Industry 4.0 skillsets and 'career readiness': can Malaysian university students face the future of work? *Proceedings of the International Invention, Innovative & Creative (INIIC) Conference, Series*, 28–37.
- Ramly, A. T., Handrianto, B., & Syaiful. (2024). Competency-Based Model of Human Resource Development in Higher Education. *Jurnal Manajemen*, 15(1), 82–98. <https://doi.org/10.32832/jm-uika.v15i1.15446>
- Ratuela, Y. R. G., Nelwan, O. S., & Lumintang, G. G. (2022). Pengaruh hard skill, soft skill dan efikasi diri terhadap kesiapan kerja pada mahasiswa akhir jurusan manajemen feb unsrat manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 10(1), 172–183.
- Saepudin, E., Roza, P., Munaf, D. R., Jatnika, A. W., Taufik, M., Azhari, S. K., & Ernawati, E. (2023). The strategy of soft skills development in higher education (Case study at the Institut Teknologi Bandung, Indonesia). *Conference on Digital Humanities 2022 (CODH 2022)*, 95–110.

- Sarstedt, M., Ringle, C. M., & Hair, J. F. (2021). Partial least squares structural equation modeling. In *Handbook of market research* (pp. 587–632). Springer.
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach*. John Wiley & sons.
- Sentinuwo, J. A. L., Worang, F. G., & Mac Donald, B. W. (2025). Pengaruh Perencanaan Karir, Self Efficacy Dan Soft Skill Terhadap Kesiapan Kerja Mahasiswa Lulusan Fakultas Ekonomi Dan Bisnis Universitas SAM Ratulangi. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 13(01), 731–743.
- Septiana, S., Wicaksono, R. N., Saputri, A. W., Fawwazillah, N. A., & Anshori, M. I. (2023). Meningkatkan Kompetensi Sumber Daya Manusia Untuk Masa Yang Mendatang. *Student Research Journal*, 1(5), 447–465.
- Setiarini, H., Prabowo, H., Sutrisno, S., & Gultom, H. C. (2022). Pengaruh soft skill dan pengalaman magang kerja terhadap kesiapan kerja mahasiswa melalui motivasi kerja sebagai variabel intervening (Studi kasus pada mahasiswa FEB Universitas PGRI Semarang). *EKOBIS: Jurnal Ilmu Manajemen Dan Akuntansi*, 10(2), 195–204.
- Shmueli, G., Sarstedt, M., Hair, J. F., Cheah, J., Ting, H., Vaithilingam, S., & Ringle, C. M. (2019). Predictive model assessment in PLS-SEM: guidelines for using PLSpredict. *European Journal of Marketing*. <https://api.semanticscholar.org/CorpusID:198583310>
- Sitio, D. R. S., Roswiyani, R., & others. (2022). HUBUNGAN CAREER SELF-EFFICACY DAN KESIAPAN KERJA PADA MAHASISWA TINGKAT AKHIR DI MASA PANDEMI COVID-19. *Jurnal Muara Ilmu Sosial, Humaniora, Dan Seni*, 6(3), 667–675.
- Snyder, H. (2019). Literature review as a research methodology: An overview and guidelines. *Journal of Business Research*, 104, 333–339.
- Susanto, P. C., Arini, D. U., Yuntina, L., Soehaditama, J. P., & Nuraeni, N. (2024). Konsep penelitian kuantitatif: Populasi, sampel, dan analisis data (sebuah tinjauan pustaka). *Jurnal Ilmu Multidisplin*, 3(1), 1–12.
- Syam, A., Salim, A., & Yusuf, M. (2025). Pengaruh Soft Skills dan Self-Efficacy terhadap Kesiapan Kerja Mahasiswa: Bukti Empiris dari Universitas Muhammadiyah Makassar. *Peradaban Journal of Economic and Business*, 4(2), 194–207.
- Wijikapindho, R. A., & Hadi, C. (2021). Buletin Riset Psikologi dan Kesehatan Mental Hubungan antara Self-Efficacy dengan Kesiapan Kerja pada Mahasiswa Semester Akhir. *Buletin Riset Psikologi Dan Kesehatan Mental*, 1(2), 1313–1318.
- World Bank. (2024). *Unemployment, total (% of total labor force) (modeled ILO estimate)* - Indonesia | Data.