

ABSTRAK

Di era globalisasi yang berkembang pesat, kesiapan kerja menjadi salah satu aspek penting yang harus dimiliki oleh mahasiswa tingkat akhir agar mampu menghadapi tuntutan dan persaingan di dunia kerja. Kesiapan kerja dipengaruhi oleh berbagai faktor, di antaranya *soft skill*, *hard skill*, dan efikasi diri. Penelitian ini bertujuan untuk menganalisis pengaruh *soft skill*, *hard skill*, dan efikasi diri terhadap kesiapan kerja mahasiswa tingkat akhir Program Studi Manajemen angkatan 2022 Universitas Malikussaleh. Penelitian ini menggunakan pendekatan kuantitatif dengan populasi sebanyak 226 mahasiswa dan sampel sebanyak 88 responden yang ditentukan menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan melalui penyebaran kuesioner, sedangkan analisis data menggunakan program *Statistical Product and Service Solutions* (SPSS) yang meliputi uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, dan koefisien determinasi. Hasil penelitian menunjukkan *bahwa soft skill, hard skill, dan efikasi diri secara parsial berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa. Koefisien determinasi menunjukkan bahwa soft skill, hard skill, dan efikasi diri mampu menjelaskan variasi kesiapan kerja mahasiswa sebesar 76,1%, sedangkan sisanya dipengaruhi oleh faktor lain di luar penelitian.*

Kata Kunci: *Soft Skill, Hard Skill, Efikasi Diri, Kesiapan Kerja.*

ABSTRACT

In this era of rapidly advancing globalization, work readiness has become a crucial aspect that senior students must possess in order to meet the demands and competition of the workforce. Work readiness is influenced by various factors, including soft skills, hard skills, and self-efficacy. This study aims to analyze the influence of soft skills, hard skills, and self-efficacy on the work readiness of final-year students in the Management Study Program, class of 2022, at Malikussaleh University. This study employs a quantitative approach with a population of 226 students and a sample of 88 respondents selected using purposive sampling. Data collection was conducted through the distribution of questionnaires, while data analysis utilized the Statistical Product and Service Solutions (SPSS) program, which included validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, t-tests, and the coefficient of determination. The results of the study indicate that soft skills, hard skills, and self-efficacy have a partial, positive, and significant effect on students' work readiness. The coefficient of determination shows that soft skills, hard skills, and self-efficacy account for 76.1% of the variation in students' work readiness, while the remainder is influenced by other factors beyond the scope of this study.

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