ANALYSIS OF WORK READINESS SEEN FROM THE ASPECTS OF SELF EFFICACY, WORK SKILLS AND WORK MOTIVATION
(CASE STUDY OF FINAL STUDENTS OF MANAGEMENT DEPARTMENT GUNADARMA UNIVERSITY DEPOK REGION)

ABSTRACT

The challenges of the world of work are increasingly complex and competitive. Rapid technological developments, such as artificial intelligence (AI), automation, and digitalization, have significantly changed the job landscape. Many types of jobs that were originally done by humans have been replaced by machines or automated systems. Increasingly tight competition, many college graduates have difficulty getting jobs due to the application of this technology, and many have not prepared themselves to enter the world of work, so the unemployment rate in Indonesia is relatively high.

This study aims to analyze the work readiness of Gunadarma students majoring in Management, Depok Region, whether the students are ready to enter the world of work with the available variables and which ones are most dominant means that the variables are mastered by the students. This study uses a quantitative method with data collection techniques through online questionnaires to 250 final year students of the Management Department, Gunadarma University, Depok Region. The test tool used to test validity and reliability is SmartPLS.

The results of the study showed that of the three variables studied, namely Self-Efficacy, Work Skills, and Work Motivation, the most dominant variable owned by Gunadarma Students Majoring in Management, Depok Region is the Work Skills variable. Proven by the largest value in statement 4 which contains "I have good problem solving skills" showing a total value of 540 in the "agree" category, respondents identified the statement about Skills towards student work readiness. Based on the results, it shows that students realize the importance of having good problem solving skills as part of preparing to face challenges in the workplace.

Keywords: Self-Efficacy, Work Skills, Work Motivation, Work Readiness.

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