


PENGARUH *SOFT SKILL* DAN MOTIVASI KERJA TERHADAP KESIAPAN KERJA *FRESH GRADUATE* DI YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *soft skill* dan motivasi kerja terhadap kesiapan kerja *fresh graduate* di Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah *Non-probability sampling* dengan teknik *purposive sampling*, jumlah responden sebanyak 97 orang. Pengumpulan data primer dilakukan dengan metode kuesioner yang telah diuji validitas dan reliabilitasnya. Jenis penelitian yang digunakan adalah penelitian kuantitatif. Hasil analisis data menunjukkan bahwa *soft skill* dan motivasi kerja secara bersama-sama berpengaruh terhadap kesiapan kerja *fresh graduate* di Yogyakarta, dibuktikan dengan nilai F hitung $75,565 > F$ tabel 3,10 dan nilai signifikansi sebesar $0,000 < 0,05$. Secara parsial *soft skill* berpengaruh terhadap kesiapan kerja *fresh graduate*, dibuktikan dengan hasil nilai t hitung $t 2,975 > t$ tabel 1,662 dan nilai signifikansi *soft skill* $0,004 < 0,05$. Motivasi kerja berpengaruh terhadap kesiapan kerja *fresh graduate*, dibuktikan dengan nilai t hitung $5,716 > t$ tabel 1,662 dan signifikansi motivasi kerja sebesar $0,000 < 0,05$. Dapat disimpulkan bahwa H1, H2, dan H3 diterima.

Kata Kunci: *Soft Skill, Motivasi Kerja, Kesiapan Kerja*

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THE INFLUENCE OF SOFT SKILLS AND WORK MOTIVATION ON THE WORK READINESS OF FRESH GRADUATES IN YOGYAKARTA

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Abstract

This research aims to analyze the influence of soft skills and work motivation on the work readiness of fresh graduates in Yogyakarta. The method used in sampling was non-probability sampling with purposive sampling technique, and the number of respondents was 97 people. Primary data collection was carried out using a questionnaire method which has been tested for validity and reliability. The type of research used was quantitative research. The results of data analysis show that soft skills and work motivation together influence the work readiness of fresh graduates in Yogyakarta, as evidenced by the calculated F value of $75.565 > F$ table 3.10 and a significance value of $0.000 < 0.05$. Partially, soft skills have an effect on fresh graduates' job readiness, as evidenced by the results of the calculated t value of $2,975 > t$ table 1.662 and the soft skills significance value of $0.004 < 0.05$. Work motivation influences fresh graduates' work readiness, as evidenced by the calculated t value of $5.716 > t$ table 1.662 and the significance of work motivation is $0.000 < 0.05$. It can be concluded that H1, H2, and H3 are accepted.

Keywords: *Soft Skill, Work Motivation, Work Readiness*