


**PENGARUH *DIGITAL MINDSET*, *DIGITAL LITERACY*, & *RESILIENCE*
TERHADAP *WORK READINESS* PADA GEN Z DI DAERAH ISTIMEWA
YOGYAKARTA DENGAN *SELF-EFFICACY* SEBAGAI VARIABEL
MODERAT**

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *digital mindset*, *digital literacy*, dan *resilience* terhadap *work readiness*, dengan *self-efficacy* sebagai variabel moderasi. Penelitian ini menggunakan pendekatan kuantitatif dengan melibatkan 98 responden yang terdiri dari mahasiswa dan fresh graduate Generasi Z di Daerah Istimewa Yogyakarta. Teknik pengambilan sampel yang digunakan adalah *snowball sampling*. Data penelitian dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda serta regresi moderasi (*Moderated Regression Analysis*) dengan bantuan *software* SPSS versi 23. Hasil penelitian menunjukkan bahwa *digital mindset*, *digital literacy*, dan *resilience* berpengaruh positif dan signifikan terhadap *work readiness*. Selain itu, secara simultan *digital mindset*, *digital literacy*, dan *resilience* berpengaruh signifikan terhadap *work readiness*. Hasil pengujian moderasi menunjukkan bahwa *self-efficacy* mampu memperkuat pengaruh *digital mindset* dan *digital literacy* terhadap *work readiness*. Namun, *self-efficacy* tidak mampu memoderasi pengaruh *resilience* terhadap *work readiness*. Temuan penelitian ini memberikan kontribusi teoritis dalam pengembangan literatur manajemen sumber daya manusia, khususnya terkait faktor-faktor yang memengaruhi kesiapan kerja Generasi Z. Secara praktis, hasil penelitian ini diharapkan dapat menjadi bahan pertimbangan bagi institusi pendidikan dan pihak terkait dalam merancang strategi pengembangan kesiapan kerja melalui peningkatan *digital mindset*, *digital literacy*, serta *self-efficacy* pada mahasiswa dan *fresh graduate*

Kata Kunci: *Digital Mindset*, *Digital Literacy*, *Resilience*, *Self-Efficacy*, *Work Readiness*

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THE EFFECT OF DIGITAL MINDSET, DIGITAL LITERACY, AND RESILIENCE ON WORK READINESS AMONG GENERATION Z IN THE SPECIAL REGION OF YOGYAKARTA WITH SELF-EFFICACY AS A MODERATING VARIABLE

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Abstract

This study aims to analyze the effect of digital mindset, digital literacy, and resilience on work readiness, with self-efficacy as a moderating variable. This research employed a quantitative approach, involving 98 respondents, comprising Generation Z students and fresh graduates in the Special Region of Yogyakarta. The sampling technique used was snowball sampling. Research data were collected through questionnaires and analyzed using multiple linear regression and moderated regression analysis (MRA) in SPSS version 23. The results indicate that digital mindset, digital literacy, and resilience have a positive and significant effect on work readiness. In addition, simultaneously, digital mindset, digital literacy, and resilience significantly affect work readiness. The moderation test results show that self-efficacy strengthens the effect of digital mindset and digital literacy on work readiness. However, self-efficacy does not moderate the effect of resilience on work readiness. These findings contribute theoretically to the development of human resource management literature, particularly regarding factors influencing the work readiness of Generation Z. Practically, this study is expected to provide considerations for educational institutions and related stakeholders in designing strategies to enhance work readiness by improving digital mindset, digital literacy, and self-efficacy among students and fresh graduates.

Keywords: *Digital Mindset, Digital Literacy, Resilience, Self-Efficacy, Work Readiness*