

PENGARUH OCCUPATIONAL SELF-EFFICACY TERHADAP KESIAPAN KERJA KARYAWAN DALAM MENGHADAPI ERA INDUSTRI 4.0 PADA UKM ALUMINIUM YOGYAKARTA

**Ida Bagus Putra Prabawa Pidada
Aneke Dewi Rahayu**

Program Studi Psikologi, Fakultas Bisnis, Psikologi & Komunikasi,
Universitas Teknologi Yogyakarta
Email : putraprabawa88@gmail.com

ABSTRAK

UKM merupakan tulang punggung ekonomi masyarakat Indonesia. Yogyakarta merupakan salah satu produsen aluminium terbesar di Indonesia. Pada saat ini Indonesia memasuki masa revolusi industri yaitu era industri 4.0. Era industri 4.0 menjadi sebuah tantangan bagi perusahaan UKM aluminium. Kesiapan kerja karyawan sangat dibutuhkan dalam menghadapi era industri 4.0. Dibutuhkan occupational self-efficacy untuk meningkatkan kesiapan kerja karyawan dalam menghadapi era industri 4.0. Penelitian ini bertujuan untuk mengetahui pengaruh occupational self-efficacy terhadap kesiapan kerja karyawan dalam menghadapi era industri 4,0 pada UKM aluminium Yogyakarta. Pengumpulan data menggunakan skala occupational self-efficacy dan kesiapan kerja. Peneliti menggunakan 64 sampel dari UKM W dan UKM T. Hasil penelitian ini menggunakan regresi sederhana memperlihatkan, terdapat pengaruh occupational self-efficacy terhadap kesiapan kerja karyawan dalam menghadapi era industri 4.0 pada UKM aluminium Yogyakarta dengan besaran F hitung sebesar $88,102 > 4,00$ dengan signifikansi sebesar $0,000 < 0,05$. Berdasarkan perhitungan besarnya pengaruh occupational self-efficacy terhadap kesiapan kerja karyawan adalah 0,587 (58,7 %). Hasil tersebut diketahui bahwa besarnya pengaruh occupational self-efficacy terhadap kesiapan kerja karyawan sebesar 58,7 %. Sedangkan sisanya sebesar 41,3 % dipengaruhi oleh faktor lain diluar penelitian.

Kata Kunci : Occupational self-efficacy, kesiapan kerja, UKM, Era Industri 4.0

THE EFFECT OF OCCUPATIONAL SELF-EFFICACY ON EMPLOYEE'S WORKING READINESS IN FACING 4.0 INDUSTRIAL ERA IN UKM ALUMINIUM YOGYAKARTA

Ida Bagus Putra Prabawa Pidada
Aneke Dewi Rahayu

Department of Psychology, Faculty of Business, Psychology & Communication
University of Technology Yogyakarta
Email : putrabawa88@gmail.com

ABSTRACT

UKM is the core of Indonesian economy. Yogyakarta is one of the largest aluminum producers in Indonesia. Today, Indonesia is entering industrial revolution period, which is known as 4.0 industrial era. It is a challenge for UKM aluminum companies. Employee work readiness is needed in facing industrial era 4.0. Occupational self-efficacy is needed to increase employee's working readiness in facing industrial era 4.0. This study aims to determine the effect of occupational self-efficacy on employees' working readiness in facing the industrial era 4.0 in UKM aluminum Yogyakarta. Data collection used a scale of occupational self-efficacy and working readiness. Researchers used 64 samples from UKM W and UKM T. The result used simple regression shows that occupational self-efficacy influences the employee's work readiness in facing 4.0 industrial era in UKM aluminum Yogyakarta. The magnitude of F count is $88.102 > 4.00$ with significance $0.000 < 0.05$. Based on the calculation, the influence of occupational self-efficacy on employee job readiness is 0.587 (58.7%). These results show that the number of occupational self-efficacy influences the employees' work readiness is as much as 58.7%. While the remaining 41.3% is influenced by other factors outside of the study.

Keyword: occupational self-efficacy, work readiness, UKM, the industrial era 4.0