

Soft Skills and Work Motivation Aspect on the Work Readiness of Students Majoring in Business Administration of Politeknik Negeri Nunukan

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Abstract— After a partial test was carried out which showed that Soft Skills had an influence on Work Readiness. This is proven through a partial test for the first hypothesis, where t count is 2,333 > t table is 1,986 and the significance is 0.027 < 0.05. So that it can be concluded that there is a positive and significant influence between Soft Skill partially on the work readiness of students majoring in Business Administration in Politeknik Negeri Nunukan. Meanwhile, Work Motivation has an influence on Work Readiness. This is evident from the results of the partial test (t) where the significant value for the influence of motivation on work readiness is 0.000 > 0.05 and the t -count value is 4.373 > 1.986. This study proves that the work motivation variable has a positive and significant influence on the work readiness variable. Based on the Coefficient of Determination test, it is known that the value of R square is 0.595. This means that the Soft Skill and Work Motivation variables simultaneously affect the Work Readiness variable by 59.5% and 40.5% is influenced by other variables not examined by the researcher.

Keywords— Soft Skills, Work Motivation and Work Readiness

I. INTRODUCTION

Competition in the world of work is a work competition carried out by one individual with another individual or one group with another group which aims to be superior to its competitors.

Competition can be found everywhere, especially in the world of work. It is certain that the number of positions available is not proportional to the number of job applicants so that there is competition in the world of work. It is also possible that the number of job applicants who apply does not have the desired criteria according to these qualifications.

Work readiness is a condition that shows that there is harmony between physical, mental and knowledge maturity, skills and attitudes of a person to prepare themselves for the world of work so that they are able to carry out certain activities in relation to work in accordance with predetermined targets.

Looking at the reality of work readiness, that there are many people in North Kalimantan who have not worked or are in unemployment status, this can be seen from the unemployment rate data in North Kalimantan obtained from the Central of Statistics for the National Labor Force Survey of North Kalimantan, namely the Malinau Regency in 2018-2020 = 4.24 3.99 and 5.08. In the Bulungan Regency area in 2018-2020 = 4.86 4.39 4.45 while in the Nunukan Regency area it was 4.77 3.76 4.14 and in the Tana Tidug district in 2018-2020.

The definition of soft skills is the ability to regulate a person against others (Intrapersonal Skills and a person's self-regulation (Intra-Personal Skill). On Wikipedia itself it is explained that soft skills are a sociological term that refers to a set of personality characteristics, social attractiveness, language skills, personal habits, sensitivity/caring, and optimism. Soft skills are things that are invisible to the eye but can be

felt by the person himself and by others. The form of soft skills itself is a character that has been formed based on the person's own personal knowledge, which means that soft skills themselves can be learned and developed, because soft skills are not certain.

According to Elfindri et al (2011), soft skills are skills and life skills, both for yourself, in groups, or in society, as well as with the Creator. Communication skills, emotional skills, language skills, group skills, ethics and morals, manners and spiritual skills.

In the world of work, employees and employers must have a passion for working. This spirit is one of the factors that can improve the performance of a company or agency. The notion of work motivation is a process where needs encourage a person to carry out a series of activities that lead to the achievement of certain goals, if successfully achieved, will satisfy or fulfill these needs. (Munandar, 2010.) Motivation is the giving or generating of motives, and things or circumstances give rise to motives, so work motivation is something that creates enthusiasm or work urges, where the strength or weakness of a worker's work motivation contributes to a large or small achievement. (Wexley and Yukl in As'ad, 2002)

The factors that affect work readiness include internal factors (internal) and external factors. Internal factors include intelligence, capabilities and interests, encouragement, health, character and dreams. Factors from outside (external) are family background and the world of work and relationships with other people. As for the factors mentioned above, the researchers found during their educational studies at Politeknik Negeri Nunukan on campus in Nunukan Regency, North Kalimantan which consists of several majors including: Business Administration majors, Heavy Equipment Engineering, Civil Engineering Infrastructure, Technology Fishery Products. As for the featured majors at Politeknik Negeri Nunukan, Department of Business Administration, the data that proves is the number of enthusiasts or who enter the Business Administration major every year.

Currently, the world of work is a world where education will be the main factor in supporting careers and work continuity. In addition, skills and experience are needed in the world of work, one of which is personality soft skills and work motivation which is also applied for Politeknik Negeri Nunukan on campus in Nunukan Regency. For this reason, researchers want to find out more about the influence of soft skills and motivation on work readiness of Politeknik Negeri Nunukan Business Administration students, therefore researchers feel the need to conduct scientific research with the title *Effect of soft skills and work motivation on work readiness In Business Administration Of Politeknik Negeri Nunukan*”

II. LITERATURE REVIEW

The definition of soft skills is the ability to regulate a person against others (Interpersonal Skill) and a person's regulation of oneself (Intra-Personal Skill). Wikipedia itself explains that soft skills is a sociological term that refers to a set of personality characteristics, social attractiveness, language skills, personal habits, sensitivity/caring, and optimism. Soft skills are things that are invisible to the eye but can be felt by the person himself and by others. The form of soft skills itself is a character / character that has been formed based on the person's own personal knowledge, which means that soft skills themselves can be learned and developed, because soft skills are not certain. The definition of soft skills according to experts are:

According to Wallace in Kusmiran (2015) soft skills refer to personality traits, social, and behavioral habits including the ability to facilitate communication, complement hard skills or knowledge, differ from context to context and are individual perceptions. According to Widhiarso (2009), soft skills are a set of abilities that affect how we interact with other people. Soft skills are abilities that are not visible and are often related to human emotions.

Yuliani (2012), defines soft skills as a form of behavioral competence so that they are also known as interpersonal skills or people skills, which include communication skills, conflict resolution and negotiation, personal effectiveness, creative problem solving, strategic thinking, team building, influencing skills and skills. sell (an idea or idea).

According to Elfindri et al (2011), soft skills are skills and life skills, both for yourself, in groups, or in society, as well as with the Creator. Communication skills, emotional skills, language skills, group skills, have ethics and morals, polite and spiritual skills

The indicators of soft skills are communication skills, emotional skills, and spiritual skills (Purnami, 2013: 130). Motivation can be interpreted as a goal or a driving force, with the actual goal being the main driving force for a person in trying to get or achieve what he wants either positively or negatively. The term in terms of motivation comes from the English word, namely motivation. The understanding of motivation according to experts, namely:

According to Hamalik (1992:173), Understanding Motivation is a change in energy in oneself or a person's personality which is characterized by the emergence of feelings and reactions to achieve goals. According to Sardiman (2006:73), Understanding Motivation is a change in energy in a person which is characterized by the emergence of feeling and preceded by a response to the existence of a goal.

According to Mulyasa (2003:112), Understanding Motivation is a driving or pulling force that causes

behavior towards a certain goal. Students will be serious because they have high motivation.

Motivation indicators according to Anwar Prabu Mangkunegara (2009:93) are:

1. Have high personal responsibility towards his work
2. Work Performance Doing something/job as well as possible
3. Opportunity for Progress

Hypothesis is a temporary statement that needs to be proven true or not which is presumption because it still has to be proved by using hypothesis test. Based on the formulation of the problem and the framework of thinking, the hypothesis put forward by the researcher is as follows:

1. Soft skills have a significant effect on the work readiness of students majoring in Business Administration at Politeknik Negeri Nunukan
2. Work motivation has a significant effect on work readiness of students majoring in Business Administration at at Politeknik Negeri Nunukan
3. Soft skills and work motivation simultaneously have a significant effect on the work readiness of students majoring in Business Administration at at Politeknik Negeri Nunukan

III. RESEARCH METHODS

3.1 Collecting Data

1) Observation

That is a technique of collecting data by making direct observations of the object under study. In this study, researchers conducted observations at the Politeknik Negeri Nunukan Campus. The researchers done are to obtain the data by direct observation to the Politeknik Negeri Nunukan campus.

2) Questionnaire (Questionnaire)

That is the technique of collecting data by sending a list of questions to respondents to fill out. In the technique of collecting data with questionnaires there are assumptions / assumptions. The samples used in this study were (95) students of Business Administration at Politeknik Negeri Nunukan

3) Primary Data

Primary data is data obtained directly from the research subject, in this case the researcher obtains data or information directly by using the instruments that have been determined. Primary data were collected by researchers to answer research questions. Primary data collection is an internal part of the research process and is often necessary for decision-making purposes. Primary data is considered more accurate, because this data is presented in detail. (Indriantoro and Supomo in Purhantara (2010:79).

4) Secondary Data

Secondary data is data that is already available in various forms. Usually, this data source is mostly statistical data or data that has been processed in such

a way that it is ready to be used in statistics, usually available at government offices, data service bureaus, private companies or other entities related to the use of data. (Moehar, 2002:113).

5) Data Processing Techniques

Before conducting data analysis, it is necessary to carry out the following stages of data processing techniques:

a) *Editing, is the process of checking and adjusting obtained to facilitate the process of coding and processing data with statistical techniques.*

b) *Coding, is an activity of marking in the form of numbers and answers from questionnaires. Then they are grouped into the same category. The goal is to simplify the answer.*

c) *Scoring, which is changing qualitative data into quantitative form. In determining this score, the Likert scale is used, the Likert scale is a tool used to measure every opinion and perception of a person or group about social phenomena that is carried out by confronting respondents using very positive to very negative gradation tools according to Sugiono (2015) . In this case the answers given by the respondents are divided into five research categories namely.*

3.2 The Structural Equation Model

To find out the correlation, several tests that must be carried out include:

1. The t-test aims to determine whether or not there is a partial (own) effect given by the independent variable (X) on the following variables (Y)
2. The F test aims to determine whether or not the stimulant effect (together) is given by the independent variable (X) on the dependent variable (Y).
3. The Dimensional Coefficient (R²) serves to determine what percentage of the influence given by the independent variable (X) simultaneously on the dependent variable (Y).

IV. RESULTS AND DISCUSSIONS

Based on the test results that have been carried out by the authors above, it can be seen that after a partial test has been carried out which shows X1 has an influence on Y. This is proven through a partial test for the first hypothesis, where t count is $2.333 > t$ table is 1.660 and the significance is $0.000 < 0.05$. So that it can be concluded that there is a positive and significant influence between Soft Skill partially on the work readiness of students majoring in Business Administration of Politeknik Negeri Nunukan. Meanwhile, X2 has an effect on Y. This is evident from the results of the partial test (t) where the significant value for the effect of X2 on Y is $0.000 < 0.05$ and the t arithmetic value is $4.373 > 1.660$. This proves that the work motivation variable has a

positive and significant influence on the work readiness variable.

The results of the X1 and X2 Variable Tests simultaneously have an influence on the Y variable. This is evidenced by the results of the F Test Output where the significant value is $0.000 < 0.05$ and the calculated F is $13.234 > F \text{ table } 3.090$ so that it can be concluded that there is a positive and significant influence between the X1 (Soft Skill), X2 (Work Motivation) variables simultaneously on the Y variable (Work Readiness).

From the results of the R2 test (Coefficient of Determination) it shows that the variables X1 and X2 simultaneously affect the Y variable. This is evidenced by the results of the R2 test output where R square shows the output results of 0.595 or 59.5% and 40.5% are other variables that not researched by researchers

V. CONCLUSION

After testing, the results of the analysis and discussion can be concluded as follows:

1. There is a positive and significant influence between Soft Skills on Work Readiness of students majoring in Business Administration.
2. There is a positive and significant influence between Work Motivation on Work Readiness of students majoring in Business Administration.
3. There is a positive and significant influence between Soft Skills and Work Motivation simultaneously on Work Readiness of students majoring in Business Administration

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