



The Influence of Student Activity in Organizations on Students' Readiness in Entering the World of Work

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Abstract. In the current era of globalization, human resources are required to further highlight their strengths in each field of resources in order to be able to compete at an international level. In addition, the era of globalization also creates a high level of competition in the labor market indirectly. Indonesia is one of the countries that cannot be separated from problems related to human resources (HR) such as: the low quality of the workforce, the high unemployment rate and less extensive job opportunities due to the increasing number of people who do not have work skills in Indonesia and this is also the case. This will result in Indonesia becoming one of the main markets for foreign products as well as a job market for foreign workers. Active organization is one of the external factors in influencing student academic achievement, where organizing is a direct activity in the campus environment, the students who are active in organizations will have a high influence on student achievement. By actively organizing students are required to be able to manage their time as well as possible, both time for lectures and for organizing. Academic achievement of students who can manage their time well between lectures and active organizations will be better than students who cannot manage their time at all. This research is a quantitative research using associative descriptive approach. Primary data and secondary data are the types of data used in this study. Primary data is data obtained from students of the Faculty of Economics, Universitas Negeri Padang using a questionnaire. This study uses data analysis techniques, namely *simple regression analysis* and hypothesis testing to see how much influence exogenous variables have on endogenous variables. The conclusion from the results of this research is that students of the Faculty of Economics are active in organizing both at the Faculty level and at the University level able to improve academic achievement. For example, being actively organized can add insight, increase *Soft Skill maturity*, and have a lot of experience, especially in the field of organizations that are followed, and get various kinds of information both on campus and off campus. So that it can make it easier for students of the Faculty of Economics to adjust to the new environment because the organization is a place to train themselves to work together. The higher the academic achievement of the students of the Faculty of Economics, the higher the readiness of the students of the Faculty of Economics to enter the world of work.

Keywords: Student Activity in Organizations · Students Readiness in Entering the World of Work

1 Introduction

In the current era of globalization, human resources are required to further highlight their strengths in each field of resources in order to be able to compete at the international level. In addition, the era of globalization also creates a high level of competition in the labor market indirectly. In an era like this, of course, a strategy is needed to take advantage of opportunities such as in the fields of education, economy and business in order to remain competitive and survive in the future. This research is in accordance with the theme of PICEEBA 9 is "Leap to the imminent future: Seizing Opportunities in Education, Economics, and Business".

Indonesia is one of the countries that cannot be separated from problems related to human resources (HR) such as: the low quality of the workforce, the high unemployment rate and less extensive job opportunities due to the increasing number of people who do not have work skills in Indonesia and this is also the case. This will result in Indonesia becoming one of the main markets for foreign products as well as a job market for foreign workers [1].

Based on data on the open unemployment rate (TPT) according to the highest level of education completed starting in August 2015–2019, it can be seen that college graduates consisting of Diplomas and Universities are still very high in the number of unemployment rates and 2015 became the highest peak in the number of unemployed graduates from colleges. tall. In addition, university graduates from 2015 to 2019 are still the highest unemployment rate compared to other graduates whose education is lower than university graduates [2]. [3] states that one of the things that can be done by government agencies in reducing the high rate of unemployment is by increasing the quality of existing human resources and one of the various efforts to improve the quality of these human resources is through education. But the fact is that college graduates are still the highest unemployment rate compared to lower education from universities.

This is also stated in the 2018 Padang State University (UNP) goal of producing excellent, moral, and religious graduates who are highly competitive and able to adapt to developments and the implementation of student activities that form prospective leaders and entrepreneurs with character. Indonesia has a lot of State Universities (PTN), one of which is the Padang State University (UNP) which is currently still struggling to produce competent graduates to face increasingly fierce job competition. Besides that, Padang State University students are also required to have readiness in entering the world of work. from as early as possible so that after graduating, Padang State University students can immediately be ready to work.

According [4] readiness is all conditions that make a person able to provide answers to certain situations. This includes at least 3 aspects, namely: (1) physical, mental and emotional conditions; (2) needs, motives and goals; (3) other learned skills, knowledge and understanding.

[5] in his research describes that there are several things that must be considered in regulating work readiness, namely (1) having some logical and objective considerations, (2) having the desire and ability to cooperate with other people, (3) having an attitude critical, (4) easy to adapt to the environment, (5) capable of responsibility, (6) have a high willingness to move forward and always follow developments according to the field of expertise.

In line with that Pool & Sewel in [6] said that job readiness is influenced by several factors, namely: (1) a set of knowledge, (2) skills, (3) understanding and (4) personal attitude that makes people are ready to choose the appropriate job so that job readiness is achieved. Knowledge is not only academically about the theory gained in the classroom, but also knowledge about the world of work that is given to prospective graduates so that: (1) Have a picture that supports work readiness. (2) Direct practice in business activities and industrial activities can also develop the skills of these students. (3) By directly participating in work activities in the field of business or industry, students can also add insight and experience.

Active organization is one of the external factors in influencing student academic achievement, where organizing is a direct activity in the campus environment. According to [7] said that students who are active in organizations will have a high influence on student achievement. By actively organizing students are required to be able to manage their time as well as possible, both time for lectures and for organizing. Academic achievement of students who can manage their time well between lectures and active organizations will be better than students who cannot manage their time at all.

In addition, there are several influential aspects in building job readiness according to [8] one of which is Organizational Experience. Students who are ready to work are not enough just to be equipped with knowledge and skills in accordance with their field of expertise. General skills (generic skills) outside the routines obtained during lectures. Organizational activities for students will gain a lot of experience, insight, and knowledge that are not obtained when learning in class or even outside the classroom practice. Students who are active in organizations will be better trained to work together with others and more confident, this is more provision to enter the world of work.

According to [6] saying that there are many benefits if someone is active in participating in an organization, among others, namely: to improve soft, add insight and networks, student interests and talents can be accommodated and developed, improve social competence and get provision of added value that supports entering the world of work. In addition, according to [8] also said that students who actively participate in organizations will have a lot of organizational experience, so they are more ready to work than students who have no experience at all. These experiences, among others, foster self-confidence and interest in new things.

From the phenomena that occur, it is known that the 2016 students of the Faculty of Economics, Padang State University who are active in organizations are still few of the total number of students of the Faculty of Economics in 2016. It is known from the results of interviews conducted on January 15, 2020 to 30 students of the Faculty of Economics in 2016 which caused The number of students who are not active in organizing is one of the reasons for the existence of student views who say that organizing is nothing more than wasting some of the student's time, wasting student energy, and wasting student material.

Besides that, organizing is also considered a place to find friends and some are just looking for existence, this is proof that there is a misunderstanding about the perception of some students towards the organization. This is a small part of the opinion of students of the Faculty of Economics in 2016 and most of them think that by joining student organizations can increase the maturity of soft skills, have a lot of experience, especially

in the field of organizations that are entered, get various kinds of information both on campus and outside campus, increase insight and network, fluent communication in public, easy to adapt to a new environment and the organization is a place to train oneself to work because in the organization it is highly demanded to be able to work together.

2 Methods

This research is a quantitative research using associative descriptive approach. Primary data and secondary data are the types of data used in this study. Primary data is data obtained from students of the Faculty of Economics, Padang State University in 2016 using a questionnaire. This study uses data analysis techniques, namely simple regression analysis and hypothesis testing to see how much influence exogenous variables have on endogenous variables.

3 Result and Discussion

Results The normality test was carried out to test the normality of the data distribution by using the Kolmogorov Smirnov Test. From the results of the normality test using the Kolmogorov Smirnov, the residual Asymp value is obtained. Sig. (2-tailed) of 0.999. The significance value is greater than 0.05 ($0.999 > 0.05$) so it can be concluded that the data in this study are normally distributed, and the analysis can be continued. Meanwhile, the results of the heteroscedasticity test were carried out to determine the variance inequality of the residuals for all regression model observations. Heteroscedasticity test was performed using a Scatterplot graph. graphic image scatterplot the basis for making the decision is if there is a certain pattern on the scatterplot such as dots that form a regular pattern, it can be concluded that there is a heteroscedasticity problem and vice versa. so that it can be concluded that in this study all independent variables did not occur heteroscedasticity symptoms.

The Influence of Student Activity in Organizations (Z) on Students' Readiness in Entering the World of Work (Y).

This study aims to examine student activity in organizations on the readiness of students of the Faculty of Economics in 2016 to enter the world of work. Based on the results of the data analysis of the 3 regression equation, the significance value of the variable of student activity in organizations is $0.067 > 0.05$ so it can be concluded that there is no influence between student activity in organizing on the readiness of students of the Faculty of Economics in 2016 to enter the world of work.

Then on the results of data management the significance of the third regression equation (C) 4 on the interaction variable (X1Z) there is a significant effect between student activity in organizations on the readiness of students of the Faculty of Economics in 2016 in entering the world of work of $0.002 < 0.05$ seen from the hypothesis test carried out using SPSS version 16. Which means that it can be said that student activity in organizations strengthens student readiness in work.

The results of this research said that students of the Faculty of Economics in 2016 were active in organizing both at the Faculty level and at the University level, it would make it easier for the students of the Faculty of Economics in 2016 to carry out existing

Table 1. XXXX.

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Activity in Organizing	-.410	.231	-.681	-1.774	.079

Source: 2022 Data Processing

activities. communicate fluently in public and easily work in a team which will make it easier for students of the Faculty of Economics in 2016 to prepare themselves to enter the world of work skillfully and professionally.

According to [8] organizational experience is one aspect that builds job readiness. Krisnamurti also said that with student organizations, students could add experience, insight and knowledge that were not obtained when learning in class. In addition, according to [6] also states that by joining an organization you can improve soft skills, add insight and networks, interests and talents that are accommodated and developed as well as increasing social competence and also providing additional values that will support later in work.

This research is also in line with what [9] describes about the benefits of organizational experience that will be obtained by students such as: gaining knowledge, gaining skills and getting direct experience in organizations for someone in starting a job, with mature readiness it will make it easier for someone to overcome things. anything, so that they can get maximum results compared to those who have no preparation at all.

The conclusion from the results of this research is that students of the Faculty of Economics are active in organizing both at the Faculty level and at the University level able to improve academic achievement. For example, being actively organized can add insight, increase Soft Skill maturity, and have a lot of experience, especially in the field of organizations that are followed, and get various kinds of information both on campus and off campus. So that it can make it easier for students of the Faculty of Economics to adjust to the new environment because the organization is a place to train themselves to work together. The higher the academic achievement of the students of the Faculty of Economics, the higher the readiness of the students of the Faculty of Economics to enter the world of work.

In line with the theory described by [4], which says that actively organizing will strengthen cognitive, affective, and psychomotor abilities, as well as talents and interests are also developed to improve academic achievement of these students.

This is also in line with [10] entitled “The Influence of Student Activity in Participating in the Organization of Office Administration Education Student Associations and Learning Disciplines on Student Achievement in the Office Administration Education Study Program, Faculty of Economics, UNY” which shows the results that there is a positive and significant influence between student activity in participating in the organization of learning achievement.

This is also supported by research conducted by [7] with the title “The Influence of Student Activity in Organizations and Learning Motivation on Student Achievement in

the Faculty of Economics, Yogyakarta State University". The results obtained are that there is a positive and significant influence between student activity in the organization on student learning achievement.

But the results of [1], contrary to this research, according to him, students who are active in organizations can reduce academic achievement of students of the Faculty of Economics, State University of Malang. And this is also in line with several theories such as [11] which says that being active in organizations is an external factor that directly affects student academic achievement, so that if students are not good at managing time between studying and organizing, this will reduce student academic achievement.

However, the facts that exist when research is carried out at the Faculty of Economics, Padang State University, especially in 2016 shows that students actively in organizing will improve student academic achievement, so that students of the Faculty of Economics in 2016 are better prepared to enter the world of work.

4 Conclusion

Based on the results of the research and discussion that have been described, it is concluded that there is a positive and significant influence. Student activity in organizations significantly strengthens the relationship between academic achievement and the readiness of students of the Faculty of Economics in 2016 to enter the world of work.

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