

ABSTRAK

Penelitian ini bertujuan untuk mengkaji pengaruh pelatihan melalui *online bootcamp* terhadap kesiapan kerja Generasi Z, dengan efikasi diri sebagai variabel mediasi. Studi ini menggunakan pendekatan kuantitatif dengan metode pengumpulan data melalui kuesioner. Subjek penelitian difokuskan pada Generasi Z di Indonesia. Sebanyak 237 responden yang berusia 18–28 tahun, telah mengikuti program *online bootcamp* selama minimal tiga bulan, dan memiliki pengalaman kerja setidaknya enam bulan, berpartisipasi dalam penelitian ini. Analisis data dilakukan dengan pendekatan *Structural Equation Modelling–Partial Least Square* (SEM-PLS). Hasil analisis menunjukkan bahwa pelatihan melalui *online bootcamp* berpengaruh positif dan signifikan terhadap kesiapan kerja. Selain itu, efikasi diri terbukti berperan sebagai mediator parsial dalam hubungan antara pelatihan dan kesiapan kerja.

Kata kunci: Pelatihan, Efikasi Diri, dan Kesiapan kerja.

ABSTRACT

This study examines the influence of training delivered through online bootcamps on the work readiness of Generation Z, with self-efficacy serving as a mediating variable. Employing a quantitative approach, data were collected through questionnaires from 237 Indonesian Generation Z respondents aged 18–28. Participants had to have completed an online bootcamp lasting at least three months and possess a minimum of six months of work experience. Data were analyzed using the Structural Equation Modelling–Partial Least Squares (SEM-PLS) method. The results indicate that training through online bootcamps has a positive and significant effect on work readiness. Furthermore, self-efficacy was found to partially mediate the relationship between training and work readiness.

Keywords: *Training, Self-Efficacy, Work Readiness.*