



Peran Occupational Self-Efficacy terhadap Work Readiness pada Fresh Graduate

Fauzan Arsa Ramadhian¹, Taufik Achmad Dwi Putro²

^{1,2}Fakultas Psikologi, Universitas Gadjah Mada

e-mail: fauzan.a@mail.ugm.ac.id

Abstract. Higher education continues to strive to prepare more ready-to-work graduates to fulfill the needs of organizations/companies that have special criteria in finding new employees. However, research on work readiness is still considered limited. Current study aims to analyze the role of occupational self-efficacy on work readiness of working fresh graduates. The number of respondents in this study were 166 people consisting of 100 male and 66 female undergraduate graduates who were already working, while remain in the fresh graduate category. Regression analysis was conducted to test the role of these two variables. The results showed that occupational self-efficacy played a significant role in work readiness. In addition, this study also proves that there are differences in work readiness between men and women. This study shows the extent to which occupational self-efficacy can be a predictor of work readiness.

Keywords: fresh graduate, occupational self-efficacy, work readiness

Abstrak. Perguruan tinggi terus berusaha untuk menyiapkan lulusan yang siap bekerja untuk menyeimbangi kebutuhan organisasi/perusahaan yang memiliki kriteria khusus dalam mencari pekerja baru. Namun, penelitian mengenai kesiapan kerja (*work readiness*) masih jarang. Penelitian ini bertujuan untuk menganalisis peran *occupational self-efficacy* terhadap *work readiness* pada lulusan sarjana *fresh graduate* yang sudah bekerja. Jumlah responden dalam penelitian ini sebanyak 166 orang yang terdiri dari 100 laki-laki dan 66 perempuan lulusan sarjana yang sudah bekerja, namun masih dalam kategori *fresh graduate*. Analisis regresi dilakukan untuk menguji peran kedua variabel tersebut. Hasil penelitian menunjukkan bahwa *occupational self-efficacy* berperan secara signifikan terhadap *work readiness*. Penelitian ini juga membuktikan bahwa terdapat perbedaan *work readiness* antara laki-laki dan perempuan. Penelitian ini menunjukkan sejauh mana *occupational self-efficacy* dapat menjadi prediktor *work readiness*.

Kata kunci: fresh graduate, occupational self-efficacy, work readiness