THE IMPACT OF CAREER PLANNING, SELF EFFICACY AND HARD SKILL ON JOB READINESS AMONG UNDERGRADUATE STUDENTS : A CASE STUDY AT STIE TOTALWIN SEMARANG

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ABSTRACT

Introduction: This research aims to identify and evaluate in depth the impact of career planning, self-efficacy, and hard skills possessed by students on job readiness.

Methods: *There were a total of 219 students who became the population of this study and 70 of them became the sample of this study, obtained from the calculation of the Slovin formula. Data were collected through questionnaires and processed using the SPSS program with the application of multiple linear regression models.*

Results: *This research reveals the existence of a positive impact and significant influence between Career Plan on job readiness with a significance value> 0.05 fulfilled, namely (0.000> 0.05). Self-efficacy does not have a strong enough direct influence on job readiness, with a significance value> 0.05, which is not fulfilled, namely (0.140 < 0.05). Hard Skill has a positive impact and significant effect on job readiness, with a significance value> 0.05 fulfilled, namely (0.000> 0.05).*

INTRODUCTION

The rapid development of the times, accompanied by rapid technological advances and globalization, has changed the work paradigm. Globalization opens wider market access, but also increases global competition. According to a survey by McKinsey in (Harahap, 2019), a multinational management consulting corporation, Digital transformation in Indonesia has the potential to shift around 52.6 million jobs from conventional processes to automated systems. It is estimated that more than half of Indonesia's labor force, around 52.6 million people, are predicted to be at risk of losing their jobs.

Technological advancements such as automation and artificial intelligence are changing the way work is done, replacing traditional positions and creating challenges for the workforce. Economic progress and rapid industrialization in the era of globalization require a workforce that is not only competent but also has a work mentality that is ready to face challenges with optimal quality. the risk of unemployment among graduating students increases due to limited job opportunities and high competency standards. (Alifah, 2025)**.** Unemployment among the younger generation is caused by the imbalance between employment and the labor force, as the Professional and intellectual quality of the workforce has not been maximized.

The era of globalization demands quality and professional human resources, but job opportunities are still limited. Therefore, optimizing human resources can be done through a quality education process, so that education becomes a very important sector in shaping the nation's life. With so much competition in the age of globalization, the most needed thing is to have a quality education that will have a good impact on every individual who is in the competition or competition that exists today. Behavior is a manifestation of a person's characteristics in adjusting to their environment (Jumiati & Kartiko, 2022).

Based on statistical documentation published by BPS shows that the number of unemployed graduates continues to increase and is a serious concern. The number of unemployed graduates jumped from 495,143 people in 2014 to 981,203 people in 2020, and then decreased slightly to 842,378 people in 2024. While higher education is supposed to be a strong foundation for getting a good job, many graduates do not have skills that match the needs of the industry.

The results revealed that students are not ready to experience obstacles caused by a lack of communication, and adaptation to technological developments (Agustina et al., 2023). Students need to understand how to work with new technology and be able to adjust their tasks and roles. With the emergence of new technologies that can replace human tasks, students need to learn new skills to remain competitive in an increasingly tight job market (Ayyasy & Maelani, 2024).

Student job readiness is characterized by both physical readiness and mental readiness supported by one's expertise, desire and experience when carrying out various activities. A student or college student feels more confident if optimally prepared, for the company having work-ready resources is a very valuable thing because it is believed that they can quickly adjust to the company and will gain knowledge and skills in facing the world of globalization (Setiarini et al., 2022).

Career planning is a must for a student because effective career planning provides a clear picture of the career that will be undertaken. Career planning is a structured planning developed by individual actors as well as organizations within the framework of a specific strategy to facilitate career path development opportunities, taking into account their qualifications and competencies. In the current context of globalization, building a career is a significant challenge for students.

Self-efficacy is known as a belief in the potential that exists in a person. hard skills are the theories and technical skills that a person learns in school (Podungge et al., 2023). Some gaps found from research, one of which is according to findings in a study reported by (Sentinuwo et al., 2025) which shows the results of career planning contributes positively to the level of individual readiness in entering the world of job. However, it is inversely proportional to research from (Susilowati & Fauzan, 2022) which shows career plans have no positive effect on job readiness. From other research by (Gunawan et al., 2020) that self efficacy has an effect on job readiness, This shows a discrepancy compared to the empirical findings reported by (Violinda, et al., 2023). As for research from (Wulandari & Putri, 2024) which shows the results of hard skill contributes positively to the level of individual readiness in entering the world of job, but This shows a discrepancy compared to the empirical findings reported by (Ananda et al., 2023). From several descriptions and research studies that have emerged, **"The Effect of Career**

Plan, Self Efficacy and Hard Skills on Student Job Readiness (Case Study of Regular Class STIE Totalwin Students)" into a research title that is taken.

LITERATURE REVIEW
Career Plan

A career plan is a design that considers several opportunities that can be achieved through steps that are in accordance with one's abilities. Career planning is a process that includes setting goals, policies and procedures relevant to a work unit. This process can be understood as a systematic effort to formulate career goals that are aligned with the strategic steps and policies needed to achieve these goals (Paramitha Nhadya Anashthazya Putri, 2024). According to Simamora in (Kasan, 2022) Career planning is a systematic process that allows individuals to recognize and formulate strategic steps to achieve desired career goals. This process includes setting goals related to career development and developing strategies to realize them. In the career planning process, someone who understands their potential will continue to learn. The potential in question is in the form of talent, expertise, and knowledge, which will be used as a benchmark for choosing the next career goal.

Self Efficacy

Bandura in (Ketaren & Wijayanto, 2021), Self-efficacy consists of expectancy efficacy which is a belief from within oneself who believes that he can be successful in achieving his targets as desired. Self-efficacy is the ability to organize an action to achieve a goal. (Eka & Sugiarto, 2022).

The concept of self-efficacy is where a person believes in their capacity to achieve certain goals and then shows through concrete actions to achieve life expectations (Ningsih & Hayati, 2020). The world of work is very different from the world of lectures or campuses, which are two things that cannot be equated at all. The pressure that arises in the world of work will be much higher and greater when compared to the pressure that exists when carrying out education in college. Therefore, every student must have a stronger self-efficacy attitude to be able to deal with these pressures.

Hard Skill

Hard skills are skills that can be learned and measured (Vathin, 2022). Hard skills are the talents that a person has both in science, mastery of technology or special skills obtained by an individual in a particular field with the aim of completing the work he does well. Hard skills are actions or behaviors and skills that are demonstrated in real time (Kanafiah et al., 2021). Knowledge of hard skills includes skills required for specific jobs and evolves with technology to include judgment and problem-solving skills (Bhoedide & Zaman, 2023). The term hard skills refers to specific competencies that a person can apply in completing work optimally. The hard skill competency itself is technology and mastery of science. (Podungge et al., 2023). Hard Skills globally refers to the technical expertise possessed by a prospective worker including the ability to operate technology, time management skills, proficient in using a tool or good at processing data. Hard Skills are useful for prospective workers to complete a task effectively something with their field.

Job Readiness

Stevani and Yulhendri in (Angraini et al., 2021) mentioning the overall condition of the individual that shows the harmony between physical and spiritual maturity, previous experience, as well as the willingness and ability to carry out the work being faced or to be done is called work readiness. Job readiness is when a person feels ready and has the ability to perform tasks well. With the main purpose of a person undergoing education in addition to increasing knowledge, it is also so that he can get a decent job after graduation (Itryah & Anggraini, 2022).

Job readiness is a comprehensive state in terms of knowledge, skills, and attitudes in order to carry out an activity that has a relationship with work (Nada Nisrina et al., 2023). Pool and Sewel in (Lakshmi & Elmartha, 2022) job readiness is how far a student is considered to have attributes and attitudes that will make him ready and successful in his vocational environment. A student who has job readiness will easily achieve success, and has the advantage of being able to promote and experience career advancement in the future. It is not an easy thing to complete a job well.

Conceptual Framework

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Figure 1. Conceptual Framework

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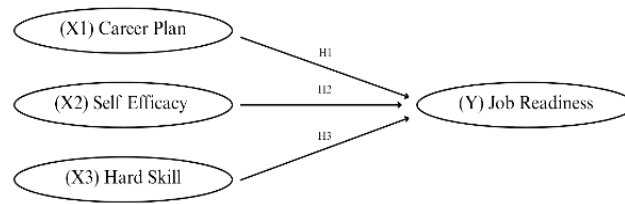
METHODOLOGY

This research uses a quantitative approach derived from primary data. Primary data which is the result of distributing questionnaires through google form.

There are a total of 20 statements in this research questionnaire about the variables that are the topic of research. All data collected will then be processed through the SPSS application with several tests such as validity tests and reliability tests and conducting several analyses including classical assumption analysis, multiple linear analysis and hypotheses.

HASIL DAN PEMBAHASAN

Realibility Test

The following table presents a description of the realibilty test results obtained from this research :

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Table 2.

Realibility Test Results

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No	Variables	Reliability	Std	Desc
1	Career Plan	0,733	0,7	Reliable
2	Self Efficacy	0,735	0,7	Reliable
3	Hard Skill	0,724	0,7	Reliable
4	Job Readiness	0,702	0,7	Reliable

Source: Data processed through SPSS

Coefficient alpha greater than 0.7 indicates that the overall data has acceptable reliability.

Classical Assumption Test

Normality Test

Normality testing is carried out to evaluate whether the disturbance or residual variables in the regression model have a normal distribution (Sugiyono, 2019). The following table presents a description of the realibilty test results obtained from this research using kolmogorov-smirnov test :

Table 3.
Kolmogorov-Smirnov Test

N		62
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,07581220
Most Extreme Differences	Absolute	,092
	Positive	,092
	Negative	-,062
Test Statistic		,092
Asymp. Sig. (2-tailed)		,200[c,d]

Source : Primary data processed through SPSS

The results of testing the distribution of the regression model, listed in the table above that the data is normally distributed. The table shows that the significance figure of 0.200 is higher and greater than the specified significance level of 0.05. This finding indicates that the regression model developed has adequate results to predict job readiness as the dependent variable.

Multicollinearity Test

Multicollinearity is seen with a guideline if the VIF value is < 10 and Tolerance> 0.1. the meaning is that if the value guideline is reached, it can be said that multicollinearity does not occur.

The following table presents a description of the multicollinearity test results obtained from this research :

Table 4.
Multicollinearity Test Results

Coefficients[a]

| Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	VIF
1 (Constant)	,730	1,836		,398	,692		
X1	,471	,094	,459	5,029	,000	,611	1,636
X2	-,146	,098	-,154	-1,495	,140	,481	2,081
X3	,641	,086	,656	7,431	,000	,652	1,533

a. Dependent Variable: Y

Source : Primary data processed through SPSS

Based on the data presented in the table above, interpreted that the career plan (X1) does not occur multicollinearity with the results of VIF < 10 and tolerance> 0.1 seen from the VIF value = 1.636 and Tolerance = 0.611. As for self efficacy (X2), there is also no multicollinearity with the results of the VIF value = 2.081 and Tolerance 0.481. Similar results are shown by hard skills (X3) also does not occur multicollinearity with the results of VIF value =

1.533 and Tolerance 0.652. With all these results, it means that all regression models conclude that no multicollinearity occurs.

Heteroscedasticity Test

Figure 2.
Heteroscedasticity Test Scatterplot
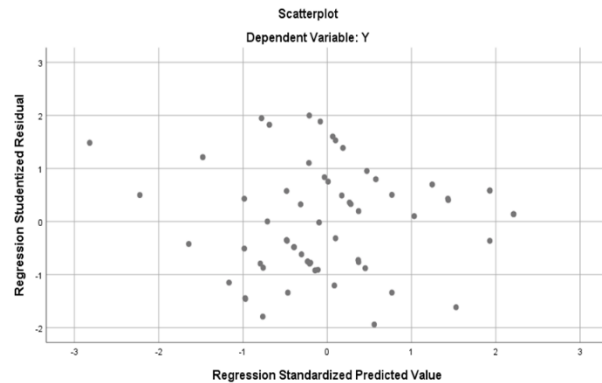
Source : Primary data processed through SPSS

with no dots arranged to make a certain pattern in the visible image results, indicating that there is no heteroscedasticity in this study and it is feasible to use it to predict career plan, self efficacy, hard skills and job readiness..

Multiple Linear Analysis

The results calculations assisted by SPSS applications between career plan as X1, self efficacy as X2, hard skills as X3 and job readiness as Y. The detailed description looks as follows :

Table 5.
Multiple Linear Analysis
Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,730	1,836		,398	,692		
	X1	,471	,094	,459	5,029	,000	,611	1,636
	X2	-,146	,098	-,154	-1,495	,140	,481	2,081
	X3	,641	,086	,656	7,431	,000	,652	1,533

a. Dependent Variable: Job Readiness
Source : Primary data processed through SPSS

Based on the data presented in the table above, the first model regression results are found as below :

$Y = a + b1X1 + b2X2 + b3X3 + e$

$Y = 0,730 + 0,471X1 - 0,146X2 + 0,641X3 + 1.836$

The following is a description of the results found :
- The effect of the independent variable on work readiness as the dependent variable is 0.730. This can be seen from the constant value number which is 0.730 which means that the independent variable is constant.
- The regression coefficient on the career plan variable as X1 shows a number of 0.471, meaning the existence of a positive impact and significant influence between Career Plan on job readiness.

- the regression coefficient on the self efficacy variable as X2 shows a number of -0,146 , meaning the Self Efficacy has Does not have a strong enough direct influence on job readiness with a significance.
- the regression coefficient on the hard skill variable as X3 shows a number of 0.641, meaning the existence of a positive impact and significant influence between Hard Skill on job readiness.
- The error value (e) is 1.836, meaning that if the Career Plan, Self Efficacy and Hard Skill variables are considered errors or equal to zero (0), then the effect on Job readiness is 1.836.

Hypothesis Test

Test t

The following table presents a description of the t-Test results obtained from this research:

Table 6.
Result of t-tests
Coefficients^a

	Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	,730	1,836		,398	,692		
	X1	,471	,094	,459	5,029	,000	,611	1,636
	X2	-,146	,098	-,154	-1,495	,140	,481	2,081
	X3	,641	,086	,656	7,431	,000	,652	1,533

a. Dependent Variable: Job Readiness
Source : Primary data processed through SPSS

The following is a description of the results found :
- The first independent variable, namely career plans, in the results shows a significance number that is lower than the set, namely 0.000 <0.05. besides the calculation results of the t count are obtained higher than the t table, namely (t count (5.029>1996) t table). Meaning the existence of a positive impact and significant influence between Career Plan on job readiness and H1 is accepted.
- The second independent variable, namely self efficacy, in the results shows a significance number that is higher than the one set, namely 0.140 > 0.05. besides the calculation results of the t count obtained are lower than the t table, namely (t count (-1.495 < 1996) t table). Meaning the Self Efficacy has does not have a strong enough direct influence on job readiness with a significance and H2 is rejected.
- The third independent variable, namely hard skills, in the results shows a significance number that is lower than the set, namely 0.000 <0.05. besides the calculation results of the t count are obtained higher than the t table, namely (t count (7.431> 1996) t table). Meaning the existence of a positive impact and significant influence between Hard Skill on job readiness and H3 is accepted.

CLOSING

Conclusion

From the research results found, it can be detailed that:
- Career Plan as variable X1 has a positive and significant effect on job readiness which is the dependent variable (Y). This is indicated by the significance value> 0.05 fulfilled, namely (0.000> 0.05)
- Self Efficacy as variable X2 has Does not have a strong enough direct influence on job readiness with a significance value> 0.05 which is not fulfilled, namely (0.140 < 0.05).
- Hard Skill as variable X3 has a positive impact and significant effect on job readiness with a significance value> 0.05 fulfilled, namely (0.000> 0.05).

Advice

The results obtained show how important it is to make career planning and train your abilities or talents, especially for students who will struggle in the world of work later.

The company as an employer is expected to foster and provide proper training to new graduates and apply OCB or Organizational Citizenship Behavior so that the work environment can increase the confidence of its workers, for students themselves the need for careful career planning can make the direction of future goals clearer and more organized.

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