

The Effect Of Soft Skill On Work Readiness Facing Society 5.0 In Informatics Engineering Students Of STMIK Pelita Nusantara Medan

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ARTICLE INFO

Article history:

Received: 13-11-2020

Revised: 13-12-2020

Accepted: 31-01-2021

Keywords:

Compensation;

Soft Skills;

Work Readiness.

ABSTRACT

The dynamic world of work conditions is influenced by various economic factors, technology and market demand. Higher education is a sub system that prepares graduates to enter the world of work, because of that, universities must pay attention to the content of soft skills attributes in the learning process from an early age. Without it, universities will only produce academically intelligent graduates who are easy to find work but do not survive in the world of work. This research is a study on the influence of soft skills on the work readiness of final semester management students of STMIK Pelita Nusantara. The respondents used were 100 students with accidental sampling technique using a questionnaire. Sample testing is done by simple regression test and the results obtained show that there is a significant influence between soft skills and student work readiness.

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1. Introduction

However, the existence of Society 5.0 presents a challenge for Indonesia. This is evidenced by the low quality of Human Resources (HR). According to a report from the UNDP (United Nations Development Program) in 2019, which is seen from the Human Development Index (HDI) or the Human Development Index (HDI), Indonesia is ranked 111th out of 189 countries. When viewed from the structure of the Indonesian workforce, according to data from the Central Bureau of Statistics (BPS), the total workforce in February 2019 was 136.18 million people, an increase of 2.24 million people compared to February 2018. In line with the increase in the number of the workforce, the Participation Rate The Labor Force (TPAK) also increased by 0.12 percentage points. In the past year, unemployment has decreased by 50 thousand people, in line with the TPT which fell to 5.01 percent in February 2019. Judging from the level of education, TPT for Vocational High Schools (SMK) is still the highest among other education levels, amounting to 8.63 percent This phenomenon illustrates that the low readiness of the workforce for undergraduate level in Indonesia will make Indonesia not ready to face a 5.0 society. Based on this, the Indonesian state tries to keep moving forward and developing, especially the big cities in it. Including the city of Medan as the fourth largest city in Indonesia. According to the findings of the Mitsubishi Research Institute [1]. Factors that contribute to success in work are finance 10%, field expertise 20%, networking 30%, and soft skills 40%. In addition, according to research Dr. Goleman causes a person's success only 20% by intellectual intelligence (IQ) and 80% is part of other supporting factors, including emotional intelligence (EQ). Currently, soft skills are considered important by their contribution to work readiness, especially in facing competition in the era of Society 5.0. At present, emotional intelligence is often in the realm of soft skills because the concept of both has something in common [16] suggesting that in the future of economic-based knowledge, emotional intelligence will be more important by predicting that each job seeker uses social interaction to find a decent job in order to be judged ready to work professionally in the company. From the above background, researchers are interested in examining whether the need for soft skills affects students' job readiness.

2. Method

The type of research used in this study is a type of correlational research (Correlational Research), which is a study conducted with the aim of detecting the extent to which variations in a factor are related (correlated) with one or more other factors based on the correlation coefficient. The population observed in this study were

all students of the Management study program S1 STMIK Pelita Nusantara Medan. So in this study, researchers used accidental sampling in sampling, a sample of 100 people. The data analysis used included simple regression analysis, correlation coefficient analysis (R), determination coefficient (Adjusted R²) and simultaneous analysis (F test) and partial analysis (t test) with the help of SPSS version 22 software.

3. Results and Analysis

3.1. Instrument Test

a. Data Validity Test

An instrument or indicator can be said to be valid if the Pearson product moment (r) has a significant value that is smaller than alpha 0.05 [3] From the results of the data, the variables of soft skills and job readiness all have a soft skill indicator result of $r < 0.05$, hereby both variables can be declared valid. The questions that were processed for the soft skill variable were 15 items and the work readiness variable was 15 items

b. Reliability Test

After the validity test is carried out, the next test is the reliability test.

Table 2.
Reliability Test Results

Variable	Cronbach's Alpha	Criteria	Description
Soft Skill (X)	0,668	> 0,6	Reliabel
Work Readiness (Y)	0,725	> 0,6	Reliabel

Source: Primary data processed, 2020

The results of reliability testing in the table above show that the coefficient alpha (α) > 0.6 so it can be said that the questionnaire compiled is reliable or reliable as a data collection tool in this study.

3.2. Data analysis

a. Classical Assumption Test Results

At this stage it is done Normality Test Results, Based on the Kolmogorov-Smirnov test can on the independent variable 0.86 and 0.616 and in the dependent variable 0.1418. This value is greater than 0.05 so that the data tested is normally distributed. so that the assumption of normality is fulfilled.

b. Simple Linear Regression Test Results

In this study, it was used to determine the effect of soft skills on work readiness in facing the society of 5.0 society. The results of simple linear regression analysis are presented in the table below

Table 3.
Simple Linear Regression Test

	B	Std. Error	t	Sig.
Constanta	0,562	0,166	1,882	0,076
Soft Skill (X)	0,730	0,228	14,571	0,000

Source: Primary data processed, 2020

Based on the results of simple linear regression testing, the regression equation is obtained as follows:

$$Y = 0.562 + 0.730 X$$

The regression equation can be explained as follows:

- 1) A constant value of 0.562, which means that if soft skills are considered constant or constant, work readiness in facing the society is 5.0 for S1 Informatics Engineering students at 0.562.
- 2) Soft skill coefficient (X) is 0.730. This means that, if the soft skills possessed increase or increase by one unit, work readiness in the face of a society of 5.0 for S1 Informatics Engineering students in Medan is 0.730 units.

c. Hypothesis testing

a. Partial Test Results (t test)

The t test is used to determine whether each independent variable partially has a significant effect on Turnover Intention. The calculation of the t test or partial test in this study uses SPSS version 20.

Table 4.
T Test Results

Variable	t-count	Sig.
Soft Skill (X)	6.248	0,000

Source: Primary data processed, 2020

The t test results show the soft skill variable (X) has a t-value of 6,248 with a significance level of 0,000 which is smaller than 0.05. This means that H1 is accepted, so it can be said that soft skills have a significant effect on work readiness in facing the society of 5.0 society.

b. Coefficient of Determination (R²)

Table 5.

Coefficient of Determination

Coefficient Model	Coefficient Model	Coefficient Model	Adjusted R Square
1	.649 ^a	.421	.413

Source: Primary data processed, 2020

The results showed a correlation coefficient value of 0.649, which means that there is a strong relationship between soft skills (X) and work readiness in the face of a community society 5.0 for undergraduate students of Informatics Engineering. Meanwhile, the coefficient of determination (R²) is 0.421 or 42.1%. means that the soft skill variable is able to contribute to the changes that occur in the work readiness variable in the face of a society 5.0 in S1 Informatics Engineering students. (Y) of 42.1%. While the remaining 57.9% is explained by other variables which are not explained in this study.

3.3. Discussion

The Influence of Soft Skills on Work Readiness to Face Society 5.0, Implementation of soft skills based on data that has been processed through descriptive analysis of respondents' answers which are proven to have a high average value to be able to influence the level of work readiness in facing society 5.0, especially soft skills with indicators of good ethical behavior have the highest average value, namely, 4.20 (good) which means that undergraduate students of Informatics Engineering STMIK Pelita Nusantara Medan have politeness and polite language to their fellow students or lecturers / teaching staff on campus. Based on the theory put forward in the previous chapter, other indicators contained in soft skills are having discipline, determination, being able to work well together and helping / caring for others. Students who have soft skills will be better prepared to face competition in the future era. Therefore, every tertiary education graduate must be equipped with character development that is integrated into the process of lecturing activities. [12].

4. Conclusion

Based on the results of the research conducted, the following conclusions can be drawn: The t-test results show that the soft skill variable (X) has a t-count value of 6,248 with a significance level of 0,000 which is smaller than 0.05. This means that H1 is accepted, so it can be said that soft skills have a significant effect on work readiness in the face of a society 5.0 in S1 Informatics Engineering students at STMIK Pelita Nusantara Medan.

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