

The Influence of Career Planning, Self-Efficacy and Hard Skills on Job Readiness in Trainees at the Work Training Center in Temanggung District

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Abstract

This study aims to determine the effect of career planning, self-efficacy and hard skills on the work readiness of trainees at the Temanggung Regency Job Training Center. The population in this study were trainees at the Temanggung Regency BLK Phase I Year 2024 with a total of 64 participants. The method used in analyzing data is multiple regression analysis using the T test. The results of the f test research show (1) there is a positive and significant effect of career planning on the work readiness of trainees at BLK Temanggung Regency with a tcount of 3.017 and a significance value of 0.004 <0.05, (2) there is a positive and significant effect of self-efficacy on the work readiness of trainees at BLK Temanggung Regency with a tcount of 4.164 and a significance of 0.000 <0.05, (3) there is a positive and significant effect of hard skills on the work readiness of trainees at BLK Temanggung Regency with a tcount of 2.052 and a significance value of 0.045 <0.05. (4) there is a significant effect of career planning, self-efficacy and hard skills together on the work readiness of trainees at the Temanggung Regency BLK with Fcount 31.176 and probability 0.000 <0.05. The coefficient of determination (R²) with an adjusted R square value of 0.590 means that the variables of career planning, self-efficacy and hard skills can explain the work readiness variable by 59% and 41% is influenced by other variables outside the study.

Keywords: Career Planning, Self-Efficacy, Hard Skill, Job Readiness

Introduction

The development of industry 4.0, which is characterized by a complex work environment and rapid technological advances, requires reliable and competent human resources for the smooth operation of any company. Human resources are an important component of an organization's ability to compete in today's market, and every company is trying to find the best people to fill this role (Nisa & Putra, 2022). Human resources also play an important role as managers of a business organization so that each individual must be able to understand their potential, their abilities, and try to understand the work that is suitable for them.

In entering the world of work, the qualifications of business people's demand for labor are getting higher, resulting in fierce competition in obtaining employment. This competition is known as a competition in getting a job or career. Job competition is a phenomenon in which individuals compete for job opportunities or recognition in the work environment. On the other hand, external forces such as consumer dominance, technological change, deregulation and social change greatly impact new

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challenges as well as opportunities for human resource creativity. Data from the Central Bureau of Statistics (BPS) shows that the working-age population (above 15 years old) amounted to 209.42 million people in August 2022. Of this number, 143.72 million were categorized as the labor force, with details of 135.3 million people working and 8.43 million people unemployed. Then 65.8 million people of working age are not included in the labor force category, with details of 15.6 million people still attending school, 41.25 million taking care of the household, and 8.84 million people with other statuses. (Databoks.Katadata.co.id,2022)

In an effort to face this labor competition, of course, every Human Resource must have readiness for competition by planning and abilities in their work so that they can become experts in the field of work they focus on. Work readiness has been described in various ways due to the many traits it has with other traits (García-Aracil, 2021). In general, work readiness is described as someone who has the right abilities, qualities and practical knowledge that lead to a greater chance of getting a job.

Table 1. is a mini research data conducted by researchers regarding work readiness in 10 trainees at BLK Temanggung Regency. Based on the results of the mini research conducted on trainees at the Temanggung Regency BLK, it is stated that there are still participants who feel difficult because of the obstacles that occur within the participants towards their readiness to enter the world of work today. Judging from these results, the factors that make them not feel ready to compete in entering the world of work are 60% of trainees do not know enough about their strengths and weaknesses in choosing career interests, 60% of participants feel they lack good intellectual abilities. When participants feel that they do not maximally know their strengths and weaknesses in choosing their career interests, it means that they are not ready to cope and complete a job task properly and the lack of mastering intellectual abilities can cause some participants to have difficulty competing with other job seekers.

In supporting a person's work readiness, of course, this variable is influenced by various factors, three variables that are empirically proven to affect a person's work readiness, namely career planning, self-efficacy, and hard skills. This study aims to

Table 1. Mini Research Questionnaire

Indicator	STS	TS	KS	S	SS
The knowledge and skills possessed make it easier to adjust to work situations.	0%	10%	30%	10%	50%
Keeping up with developments and deepening the field of training.	0%	0%	30%	60%	10%
Knowing one's strengths and weaknesses in choosing career interests.	0%	0%	60%	30%	10%
Consider work environment factors, such as corporate culture, organizational values, and personal needs.	0%	10%	50%	30%	10%
Being confident in one's abilities can help to get a job.	0%	10%	20%	40%	30%
Confident in one's strengths.	0%	10%	40%	40%	10%
Mastering skills regarding current technology.	0%	20%	50%	10%	20%
Have good intellectual abilities.	0%	10%	60%	10%	20%

Description: STS (Strongly Disagree); TS (Disagree); KS (Less Agree); S (Agree); SS (Strongly Agree)

analyze Career Planning, Self-Efficacy and Hard Skills on Job Readiness in Training Participants at BLK Temanggung Regency. By increasing the potential they have, it is useful to prepare themselves in facing job competition through self-efficacy, Intrapersonal Skills and self-regulation of a person and career planning that is more directed and structured will help achieve the desired career and job.

Literature Review

Job Readiness

Work readiness is the attitude of a person preparing himself in facing the world of work so that he is able to carry out work-related activities according to applicable regulations, shown by his abilities, skills and knowledge. To have high work readiness, several things are needed for a person including expertise in accordance with their field, good personality, skills, thinking intelligence, science and broad insight, besides the ability to understand deep thinking can make a person easy to choose and feel comfortable with their work so that success in the world of work can be achieved (Pool & Sewell, 2007). According to Makki, Salleh, Memon, & Harun (2015) work readiness is a person's skills, knowledge and attitudes that will enable him or her or a newly graduated prospective workforce to contribute productively to the achievement of the goals of an agency organization where the individual is doing work. Work readiness is an important factor in the self-development of an individual to enter the world of work, the quality of an individual is a reflection of the quality of educational institutions and a reflection of the quality of a country, whether the human resources in that country have high or low competitiveness.

Career Planning

Goal setting is defined by Cambridge Dictionary (2020) as the process of deciding what you want to achieve or what you want others to achieve over a given period. In this case, setting goals can help people choose the right actions to take. Because, humans already have a habit of setting goals. For example, any decision about what to do in the future can be assimilated as a way to set goals.

Career Planning is one important aspect to consider for every individual in the process of goal setting. People expect that the proper achievement of their goals from year to year will lead them to the next career level. Lartey, F. M (2021) defines career planning as the process by which an individual identifies his or her skills, interests, knowledge, abilities and aspirations; identifies occupations or positions that match the stated abilities; and plans steps and actions that provide greater opportunities to obtain those positions. The assistance of a mentor or the contribution of a manager is necessary in supporting an individual on an identified career path.

Self-Efficacy

According to Bandura (in Jess Feist & Feist, 2010: 212) self efficacy is a person's belief in his ability to exercise a form of control over the person's own functions and events in the environment. Bandura also describes Self Efficacy as a determinant of how people feel, think, motivate themselves, and behave (Bandura, 1994: 2).

Self-efficacy is one aspect of self-knowledge that is very influential in everyday human life. This is because self-efficacy can influence individuals in determining the actions

that will be taken to achieve a goal, including estimates of various events that will be faced. Self-efficacy is the belief that a person can master the situation and get positive results. Bandura (Santrock, 2007: 286) says that self-efficacy has a major effect on behavior.

Hard Skill

According to Robbins, translated by Benyamin Molan (2014: 28) states, Hard Skills are often referred to as intellectual abilities or intellectual abilities, which are abilities needed to determine various mental activities to think, reason, and solve a problem. Technical skills (hard skills) include the ability to master science, technology, and technical skills in accordance with the profession being undertaken (Rasid & Kojo, 2018). Hard skills can be learned in regular schools, universities and training with the aim of improving intellectual and technical abilities related to the subjects studied. Hard skills are skills that are visible to the human eye because of their ability to act in real life. Hard skills can also be measured by assessments or examinations according to the relevant fields (S. Basir, 2011). If a business has employees with good hard skills, this can make a company develop faster and better so that it can generate greater profits. So it can be concluded that hard skills are the technical abilities that a person has to carry out tasks according to his profession.

Hipotesis

H1: Career Planning has a positive and significant influence on Job Readiness on Trainees at the Temanggung Regency BLK.

H2: Sel-Efficacy has a positive and significant influence on Job Readiness on Trainees at the Temanggung Regency BLK.

H3: Hard Skills has a positive and significant influence on Job Readiness on Trainees at the Temanggung Regency BLK.

Methods

Sample and Procedures

The population in this study were trainees at BLK Temanggung Phase I in 2024. According to Arikunto (2012: 104) if the population is less than 100 people, then the

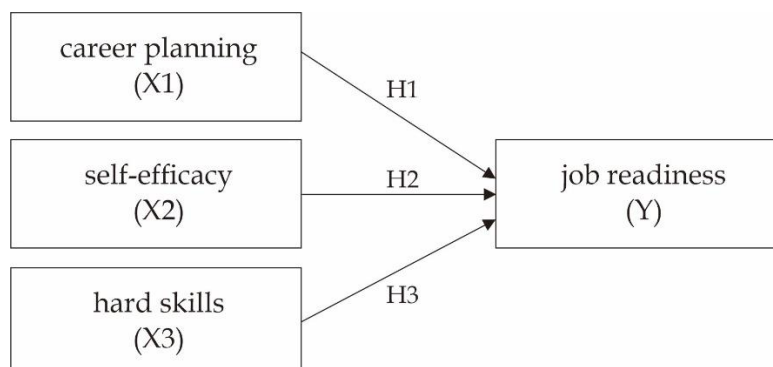


Figure 1. Research Model

total sample is taken as a whole, but if the population is more than 100 people, 10-15% or 20-25% of the population can be taken. In this study, the number of respondents is 64, which was less than 100 people, so the authors took 100% of the population of training participants at the Temanggung Regency BLK who are registered in phase I which is carried out from January to March 2024. So, this study used the census sampling method. The data collection used in this research is questionnaire which is distributed directly to the respondents.

Measures

Career planning is measured using 6 statements. All the statements are valid, with the value of alpha is 0,735 (reliable).

Self-efficacy is measured using 7 statements. All the statements are valid, with the value of alpha is 0,781 (reliable).

Hard skills is measured using 5 statements. All the statements are valid, with the value of alpha is 0,808 (reliable).

Job readiness is measured using 7 statements. All the statements are valid, with the value of alpha is 0,790 (reliable).

Data Analysis

Data is analyzed using multiple linear regression.

Result and Discussion

Result

The characteristics of respondents in this study consisted of gender, age and latest education. In the characteristics of gender, the results showed that the number of male and female respondents had the same percentage of 50% or as many as 32 men and 32 women. In the age characteristics The majority of respondents were aged 15-20 years with a percentage of 40.63% and the smallest was respondents aged 31-35 years at 7.81%. In the characteristics of the last education, dominated by respondents who took the last high school / equivalent education, namely 76.6% or as many as 49 people, while the smallest percentage was respondents who took the last elementary school education of 1.6% or 1 person.

Multiple Linear Regression Analysis

According to Sekaran (2017) multiple regression analysis provides an objective assessment of the level and characteristics of the relationship between the independent variable and the dependent variable. The regression coefficient relatively indicates the importance of each independent variable in predicting the dependent variable. The benefit of this analysis is to know the indication of the relationship between the independent variable and the dependent variable. Based on the results of multiple linear regression analysis in Table 2, the following regression equation is obtained:

$$Y=6.915+0.370X_1 + 0.365X_2 +.213X_3+e$$

Table 2. Multiple Linear Regression Analysis Test Results

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig
	B	Std. Error	Beta		
Constant	6.915	2.765		2.501	.015
Career Planning	.370	.123	.336	3.017	.004
Self-Efficacy	.365	.088	.445	4.164	.000
Hard Skill	.213	.104	.176	2.052	.045
R Square				.590	
F				31.176	.000

Dependent variable: Work Readiness

Source: Primary data processed, 2024

The above equation shows the effect of Career Planning (X1), Self-Efficacy (X2), and Hard Skills (X3) on Job Readiness (Y) in trainees at BLK. The meaning of the regression coefficient is:

Constant (a)

The constant value (a) of 6.915 means that if the independent variables, namely Career Planning (X1), Self-Efficacy (X2), and Hard Skills (X3) are equal to zero (0) then the Work Readiness (Y) of trainees at the Temanggung Regency BLK is 6.915.

Career Planning regression coefficient (X1)

The value of the Career Planning regression coefficient is positive at 0.370, meaning that if the respondent's perception of career planning has increased, the work readiness of the trainees at the Temanggung Regency BLK will increase, and vice versa if career planning has decreased, the work readiness of the trainees at the Temanggung Regency BLK will decrease.

Self-Efficacy regression coefficient (X2)

The value of the Self-Efficacy regression coefficient is positive at 0.365, meaning that if the respondent's perception of Self-Efficacy increases, the work readiness of the trainees at the Temanggung Regency BLK will increase, and vice versa if the respondent's perception of Self-Efficacy decreases, the work readiness of the trainees at the Temanggung Regency BLK will decrease.

Hard Skill regression coefficient (X3)

The Hard Skill regression coefficient value is positive at 0.213, meaning that if the respondent's perception of Hard Skill increases, the work readiness of the trainees at the Temanggung Regency BLK will increase, and vice versa if the respondent's perception of Hard Skill decreases, the work readiness of the trainees at the Temanggung Regency BLK will decrease.

Goodness of Fit the Model

According to Ghozali (2018) the coefficient of determination (R²) essentially measures how far the model's ability to explain changes in the independent variable caused by

the dependent variable. The coefficient of determination is between 0 and 1 ($0 \leq R < 1$), if the coefficient of determination is 1, it means that there is a perfect match. If R^2 is small, it indicates that the ability of the independent variables to explain the dependent variable is very limited. Meanwhile, if R^2 is large or close to 1, this means that the independent variables provide almost all the information needed to be able to predict variations in the dependent variable.

Based on Table 2. it can be seen that the amount of adjusted R square is 0.590 or 59%. This means that 59% of the Work Readiness (Y) can be explained by 3 independent variables, namely Career Planning (X1), self-efficacy (X2) and hard skills. While the remaining 41% is explained by other variables outside this research model.

The number is close to the value of 1 which indicates that the independent variables provide most of the information needed to explain the variation in the dependent variable or there is a mutually reinforcing relationship between the dependent variable and the independent variable.

The F-test results in Table 2 shows an F value of 31.176 with significant level of 0.000. So the model is fit, or it can be concluded that career planning, self-efficacy, and hard skills together have a significant effect on job readiness in trainees at the Temanggung Regency BLK.

Hypothesis Test Results

Based on the results of data processing Table 2., it can be interpreted the results of hypothesis testing as follows:

The Effect of Career Planning (X1) on Job Readiness (Y)

The results of hypothesis testing show that the career planning variable has a t-count of 3.017 and a significance value of 0.004. Because the significance value is ≤ 0.05 , it means that if the other independent variables are constant, each increase in career planning by 1 unit will increase job readiness by 0.370. So it can be proven that the career planning variable has a positive and significant effect on job readiness in trainees at the Temanggung Regency BLK. So, hypothesis 1 is supported.

The Effect of Self-Efficacy (X2) on Job Readiness (Y)

The results of hypothesis testing show that the self-efficacy variable has a t-count of 4.164 and a significance value of 0.000. Because the significance value is ≤ 0.05 , it means that if the other independent variables are constant, each increase in self-efficacy by 1 unit will increase work readiness by 0.365. So it can be proven that the self-efficacy variable has a positive and significant effect on work readiness in trainees at the Temanggung Regency BLK. So, hypothesis 2 is supported.

The Effect of Hard skills (X3) on Job Readiness (Y)

The results of hypothesis testing show that the hard skill variable has a t-count of 2.052 and a significance value of 0.045. Because the significance value is ≤ 0.05 , it means that if the other independent variables are constant, each increase in hard skills by 1 unit will increase work readiness by 0.213. So it can be proven that it means that the hard skill variable has a positive and significant effect on work readiness in training participants at the Temanggung Regency BLK. So, hypothesis 3 is supported.

Beta test

In this study, the beta test was conducted to determine the most dominant variable that affects the work readiness variable. Based on table 4.6, the career planning variable has a beta coefficient value of 0.336. The self-efficacy variable has a beta coefficient value of 0.445 while the hard skills variable has a beta coefficient value of 0.176. It can be seen that self-efficacy has the largest beta coefficient value so it can be concluded that self-efficacy is the most dominant variable that affects work readiness in trainees at the Temanggung Regency Vocational Training Center.

Discussion

Based on the results of the test, it can be stated that hypothesis 1 is supported. This means that Career Planning, Self-Efficacy, and Hard Skills together have a significant influence on Job Readiness in Training Participants at BLK Temanggung Regency. When participants have high career planning, then followed by high self-efficacy, and with an increase in hard skills, it will increase work readiness in trainees at BLK Temanggung Regency. According to Makki et al. (2015) work readiness is a person's skills, knowledge and attitudes that will enable him or her to help prospective workers who have just graduated in order to contribute productively to the achievement of the goals of an agency organization where the individual does the work. Therefore, it is important that trainees can create a memorable experience for themselves by designing a career well. Furthermore, it is accompanied by increasing self-confidence and self-potential so that it can bring out the work readiness of each individual to compete in entering the real world of work. Then the need to continue to hone existing skills in order to be able to keep up with technological developments in the job competition market, so as to direct trainees to get a job that suits their expertise.

The results of the test also show that hypothesis 2 is supported, so career planning has a positive and significant effect on job readiness in training participants at BLK Temanggung Regency. This shows that when individual participants have fulfilled career planning which includes self-assessment, opportunity opportunities, decision making and goal setting, planning, and pursuing achievement goals. So that it will make good career planning for participants, and the better the work readiness felt by an individual. Thus the trainees at BLK Temanggung need to improve and design good career planning. Because good career planning will potentially increase the work readiness of the participants. The results of this study are in line with previous research conducted by Qristin Violinda et al. (2023) which shows that career planning has a positive and significant influence on work readiness. Therefore, these results also strengthen and are in line with previous research.

The results of the test show that hypothesis 3 is supported, so self-efficacy has a positive and significant effect on Work Readiness on Trainees at BLK Temanggung Regency. This means that trainees feel that if they have a high level of self-efficacy in accordance with level, strength, and generality, it fosters self-confidence which can make their work readiness increase. Thus, self-efficacy is a factor that can affect work readiness, said to be influential in determining readiness to face the world of work. The results of this study are in line with previous research conducted by Rita Syofyan (2021), that self-efficacy has a significant positive effect on work readiness. Therefore, these results strengthen and are in line with previous research.

The results of the test also show that hypothesis 4 is supported, namely hard skills have a positive and significant effect on Work Readiness in Training Participants at BLK Temanggung Regency. It is proven that participants who have good hard skills

will help fulfill the technical skills, science, and technology needed in today's world of work. Thus being able to strengthen the work readiness of each individual participant. Thus, the higher the hard skills possessed by each individual, the more work readiness will increase in participants. It is important for the Temanggung Regency BLK to be able to provide knowledge and skills for trainees so that they are able to master tools and technology that are relevant to the field of work of interest with the aim of fulfilling participants' work readiness. The results of this study are in line and in line with previous research conducted by Binton Siburian et al. (2022), that hard skills have a positive and significant influence on work readiness. Therefore, these results are consistent and proven by previous research.

Conclusion

Based on the results of research analysis and discussion, the following conclusions can be drawn: (1) Career planning, self-efficacy and hard skills together have a positive and significant effect on work readiness in trainees at the Temanggung Regency Job Training Center (2) Career planning, self-efficacy and hard skills have a positive and significant partial effect on work readiness in trainees at the Temanggung Regency Job Training Center (3) Self-efficacy has a dominant effect on work readiness in trainees at the Temanggung Regency Job Training Center.

Suggestion

Based on the results of the analysis, discussion and conclusions of this study, the researcher will then provide suggestions to training participants at the Temanggung Regency BLK and further researchers. It is hoped that the results of this study can be useful and become a source of information to seriously and continuously improve work readiness through self-confidence in the abilities of participants. Then for further researchers who want to examine work readiness can further develop other independent variables outside this study, because of the current independent variables affecting 59% and 41% are influenced by other variables outside this study

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