

ABSTRAK

Nur Rachmad Setyo Pambudi, 2026. Pengaruh *Soft Skill*, *Self-Efficacy*, dan *Internship Experience* Terhadap Kesiapan Kerja Lulusan Sekolah Menengah Kejuruan (SMK) di Kabupaten Ngawi dengan *Work Motivation* Sebagai Variabel Moderasi. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Liliek Nur Sulistyowati, S.E., M.M., Pembimbing (II) Metikasmike, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh *soft skill*, *self-efficacy*, dan *internship experience* terhadap kesiapan kerja lulusan SMK di Kabupaten Ngawi dengan *work motivation* sebagai variabel moderasi. Latar belakang penelitian ini didasarkan pada tingginya angka pengangguran lulusan SMK di Kabupaten Ngawi yang menunjukkan bahwa kesiapan kerja lulusan masih perlu ditingkatkan. Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian adalah lulusan SMK di Kabupaten Ngawi dengan jumlah sampel sebanyak 370 responden yang dipilih menggunakan teknik purposive sampling. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala Likert. Teknik analisis data menggunakan analisis statistik deskriptif, uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, dan Moderated Regression Analysis (MRA). Hasil penelitian menunjukkan bahwa *soft skill* berpengaruh positif dan signifikan terhadap kesiapan kerja lulusan SMK di Kabupaten Ngawi. *Self-efficacy* juga berpengaruh positif dan signifikan terhadap kesiapan kerja. *Internship experience* berpengaruh positif dan signifikan terhadap kesiapan kerja. Selain itu, *work motivation* mampu memoderasi pengaruh *soft skill* terhadap kesiapan kerja, mampu memoderasi pengaruh *self-efficacy* terhadap kesiapan kerja, serta mampu memoderasi pengaruh *internship experience* terhadap kesiapan kerja. Temuan ini menunjukkan bahwa semakin baik *soft skill*, *self-efficacy*, dan pengalaman magang yang dimiliki lulusan SMK, maka semakin tinggi kesiapan kerja yang dimiliki, terutama apabila didukung oleh motivasi kerja yang tinggi.

Kata Kunci: *soft skill*, *self-efficacy*, *internship experience*, *work motivation*, kesiapan kerja.

ABSTRACT

Nur Rachmad Setyo Pambudi. 2026. *The Influence of Soft Skills, Self-Efficacy, and Internship Experience on the Work Readiness of Vocational High School (SMK) Graduates in Ngawi Regency with Work Motivation as a Moderating Variable*. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, PGRI Madiun University. Supervisor I: Dr. Liliek Nur Sulistyowati, S.E., M.M. Supervisor II: Metikasmike, S.E., M.M.

This study aims to analyze the influence of soft skills, self-efficacy, and internship experience on the work readiness of Vocational High School (SMK) graduates in Ngawi Regency, with work motivation serving as a moderating variable. The background of this study is based on the high unemployment rate among SMK graduates in Ngawi Regency, indicating that graduates' work readiness still needs to be improved. This study employed a quantitative research approach. The population consisted of SMK graduates in Ngawi Regency, with a sample of 370 respondents selected using a purposive sampling technique. Data were collected through the distribution of questionnaires using a Likert scale. The data were analyzed using descriptive statistical analysis, validity testing, reliability testing, classical assumption testing, multiple linear regression analysis, and Moderated Regression Analysis (MRA). The results indicate that soft skills have a positive and significant effect on the work readiness of SMK graduates in Ngawi Regency. Self-efficacy also has a positive and significant effect on work readiness. Internship experience has a positive and significant effect on work readiness. Furthermore, work motivation significantly moderates the relationship between soft skills and work readiness, the relationship between self-efficacy and work readiness, and the relationship between internship experience and work readiness. These findings suggest that the better the soft skills, self-efficacy, and internship experience possessed by SMK graduates, the higher their level of work readiness, particularly when supported by high work motivation.

Keywords: *Soft Skills, Self-Efficacy, Internship Experience, Work Motivation, Work Readiness.*