

ABSTRAK

Perkembangan dunia kerja yang semakin kompetitif menuntut pencari kerja memiliki kesiapan kerja yang memadai, mencakup keterampilan, motivasi kerja, dan keyakinan diri (*self-efficacy*). Kabupaten Pasuruan sebagai kawasan industri di Jawa Timur masih menghadapi tingginya jumlah pencari kerja yang belum terserap, yang mengindikasikan adanya kesenjangan antara kompetensi individu dan kebutuhan dunia kerja. Penelitian ini bertujuan menganalisis pengaruh keterampilan dan motivasi kerja terhadap kesiapan kerja pencari kerja dengan *self-efficacy* sebagai variabel mediasi. Penelitian ini menggunakan pendekatan kuantitatif dengan desain asosiatif kausal. Data dikumpulkan melalui kuesioner dari pencari kerja di Kabupaten Pasuruan dan dianalisis menggunakan *Partial Least Squares-Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa keterampilan dan motivasi kerja berpengaruh positif dan signifikan terhadap kesiapan kerja serta *self-efficacy*. Selain itu, *self-efficacy* berpengaruh positif terhadap kesiapan kerja dan mampu memediasi pengaruh keterampilan dan motivasi kerja terhadap kesiapan kerja. Temuan ini menegaskan pentingnya peran faktor psikologis, khususnya *self-efficacy*, dalam meningkatkan kesiapan kerja pencari kerja.

Kata Kunci : Keterampilan, Motivasi Kerja, *Self Efficacy*, Kesiapan Kerja

ABSTRAC

The increasingly competitive labor market requires job seekers to possess adequate work readiness, including work skills, work motivation, and self-efficacy. Pasuruan Regency, as an industrial area in East Java, continues to face a high number of unemployed job seekers, indicating a gap between individual competencies and labor market demands. This study aims to analyze the effects of work skills and work motivation on job seekers' work readiness, with self-efficacy serving as a mediating variable. This research employs a quantitative approach with a causal associative design. Data were collected through questionnaires administered to job seekers in Pasuruan Regency and analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM). The results indicate that work skills and work motivation have a positive and significant effect on work readiness and self-efficacy. Furthermore, self-efficacy has a positive and significant effect on work readiness and mediates the relationship between work skills and work motivation and work readiness. These findings highlight the important role of psychological factors, particularly self-efficacy, in enhancing job seekers' work readiness.

Keywords : Work Skills, Work Motivation, Self-Efficacy, Work Readiness