

**PENGARUH *SOFT SKILL* DAN *HARD SKILL* SELAMA MAGANG
TERHADAP KESIAPAN KERJA PADA MAHASISWA ANGKATAN 2022
JURUSAN MANAJEMEN UNDIKSHA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *soft skill* dan *hard skill* selama magang terhadap kesiapan kerja pada mahasiswa angkatan Jurusan Manajemen Undiksha. Penelitian ini menggunakan rancangan kuantitatif kausal dengan populasi seluruh mahasiswa angkatan 2022 Jurusan Manajemen Undiksha yang telah mengikuti program magang. Sampel penelitian berjumlah 188 responden yang dipilih melalui teknik *simple random sampling*. Data dikumpulkan menggunakan kuesioner yang telah melalui uji validitas dan uji reliabilitas, kemudian dianalisis menggunakan regresi linear berganda dengan menggunakan program SPSS versi 25.0 *for windows*. Hasil penelitian ini menunjukkan bahwa: (1) *soft skill* selama magang berpengaruh positif dan signifikan terhadap kesiapan kerja pada mahasiswa angkatan 2022 Jurusan Manajemen Undiksha, (2) *hard skill* selama magang berpengaruh positif dan signifikan terhadap kesiapan kerja pada mahasiswa angkatan 2022 Jurusan Manajemen Undiksha. (3) *soft skill* dan *hard skill* selama magang secara simultan berpengaruh signifikan terhadap kesiapan kerja pada mahasiswa angkatan 2022 Jurusan Manajemen Undiksha. Temuan ini mengindikasikan bahwa pengalaman magang mengembangkan *soft skill* dan *hard skill* memiliki peran yang penting dalam meningkatkan kesiapan kerja mahasiswa, meskipun masih terdapat faktor-faktor lain di luar dari model penelitian yang turut mempengaruhi.

Kata kunci: *hard skill*, kesiapan kerja, magang, mahasiswa, *soft skill*

***THE EFFECT OF SOFT SKILLS AND HARD SKILLS DURING
INTERNSHIP ON WORK READINESS AMONG 2022 COHORT
MANAGEMENT DEPARTMENT STUDENTS AT UNDIKSHA***

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ABSTRACT

This study aims to determine the effect of soft skills and hard skills during internships on the work readiness among 2022 cohort students of the Management Department, Undiksha. This employed a quantitative causal design with a population consisting of all 2022 cohort students of the Management Department, Undiksha, who had completed the internship programs. The research sample consisted of 188 respondents selected through simple random sampling technique. Data were collected using a questionnaire that had undergone validity and reliability testing, and were then analyzed using multiple linear regression with SPSS version 25.0 for Windows. The results of this study indicate that: (1) soft skills during internships have a positive and significant effect on work readiness among 2022 cohort students of the Management Department, Undiksha; (2) hard skills during internships have a positive and significant effect on work readiness among 2022 cohort students of the Management Department, Undiksha; (3) Soft skills and hard skills during internships simultaneously have a significant effect on work readiness among 2022 cohort students of the Management Department, Undiksha. These findings indicate that internship experiences that develop soft skills and hard skills play an important role in enhancing students' work readiness, although other factors outside the research model may also contribute to this outcome.

Keywords: *hard skill, intership, soft skill, students, work readiness*