

ABSTRAK

Perkembangan dunia kerja di era digital menuntut lulusan perguruan tinggi memiliki kesiapan kerja yang didukung oleh *self-efficacy*, motivasi belajar, dan keterampilan digital. Namun, masih terdapat lulusan yang belum siap memasuki dunia kerja sehingga faktor-faktor yang memengaruhi kesiapan kerja perlu dikaji lebih lanjut. Penelitian ini bertujuan untuk menganalisis pengaruh *self-efficacy*, motivasi belajar, dan keterampilan digital terhadap kesiapan kerja lulusan Fakultas Ekonomi dan Bisnis Maritim Universitas Maritim Raja Ali Haji Tahun 2025. Penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif. Populasi penelitian berjumlah 194 lulusan FEBM UMRAH Tahun 2025, dengan sampel sebanyak 130 responden yang ditentukan menggunakan rumus Isaac dan Michael pada taraf kesalahan 5%. Teknik pengambilan sampel menggunakan purposive sampling. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan regresi linier berganda dengan bantuan SPSS 26. Hasil uji koefisien determinasi menunjukkan nilai Adjusted R Square sebesar 0,419, yang berarti bahwa *self-efficacy*, motivasi belajar, dan keterampilan digital mampu menjelaskan 41,9% variasi kesiapan kerja, sedangkan 58,1% sisanya dipengaruhi oleh faktor lain di luar penelitian. Temuan ini menunjukkan bahwa semakin tinggi tingkat *self-efficacy*, motivasi belajar, dan keterampilan digital lulusan, maka semakin tinggi pula kesiapan kerja mereka dalam menghadapi dunia kerja di era digital.

Kata Kunci: *self-efficacy*, motivasi belajar, keterampilan digital, kesiapan kerja.

ABSTRACT

The development of the workforce in the digital era requires university graduates to possess work readiness supported by self-efficacy, learning motivation, and digital skills. However, many graduates are still not fully prepared to enter the labor market, indicating the need to further examine the factors influencing work readiness. This study aims to analyze the effects of self-efficacy, learning motivation, and digital skills on the work readiness of graduates from the Faculty of Economics and Maritime Business, Raja Ali Haji Maritime University, Class of 2025. This research employed a quantitative method with an associative approach. The study population consisted of 194 graduates of the Faculty of Economics and Maritime Business (FEBM) at Raja Ali Haji Maritime University (UMRAH) in 2025, with a sample of 130 respondents determined using the Isaac and Michael formula at a 5% significance level. The sampling technique used was purposive sampling. Data were collected through questionnaires and analyzed using multiple linear regression with the assistance of SPSS version 26. The coefficient of determination test showed an Adjusted R Square value of 0.419, indicating that self-efficacy, learning motivation, and digital skills jointly explained 41.9% of the variance in work readiness, while the remaining 58.1% was influenced by other factors outside the scope of this study. The findings indicate that higher levels of self-efficacy, learning motivation, and digital skills are associated with higher levels of work readiness among graduates in facing the demands of the digital-era workforce.

Keywords: self-efficacy, learning motivation, digital skills, work readiness.