

ABSTRAK

Mia Rosalina Br Sinaga, 2025:

Peran *Soft Skill* Dan *Hard Skill* Untuk Memasuki Dunia Kerja Dengan Keaktifan Berorganisasi Sebagai Variabel *Intervening*

(Studi Pada Mahasiswa Tingkat Akhir FEBM Universitas Maritim Raja Ali Haji)

Tim promotor: Nurhasanah, S.E., M.Si dan Sufnirayanti, M.E.

Penelitian ini bertujuan menganalisis peran *soft skill* dan *hard skill* untuk memasuki dunia kerja dengan keaktifan berorganisasi sebagai variabel *intervening* pada mahasiswa tingkat akhir FEBM universitas maritim raja ali haji. Populasi didalam penelitian adalah 122 mahasiswa tingkat akhir FEBM UMRAH tahun 2021 yang aktif mengikuti organisasi kemahasiswaan. Pengambilan sampel dengan teknik *purposive sampling* dan mengacu pada rumus slovin yaitu 55 orang. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data dianalisis menggunakan analisis jalur, termasuk uji t, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel *Soft Skill* (X1), *Hard Skill* (X2), Keaktifan Berorganisasi (Z) berpengaruh signifikan terhadap Kesiapan Kerja (Y). Hasil penelitian menunjukkan bahwa (1) *Soft skill* memiliki peran positif dan signifikan terhadap keaktifan berorganisasi (2) *Hard skill* memiliki peran positif dan signifikan terhadap keaktifan berorganisasi (3) *Soft skill* memiliki peran positif dan signifikan terhadap kesiapan kerja (4) *Hard skill* memiliki peran positif dan signifikan terhadap kesiapan kerja (5) Keaktifan berorganisasi memiliki peran positif dan signifikan terhadap kesiapan kerja (6) Keaktifan berorganisasi memediasi antara *soft skill* dengan kesiapan kerja (7) Keaktifan berorganisasi memediasi antara *hard skill* dengan kesiapan kerja

Kata Kunci: *Soft Skill*, *Hard Skill*, Keaktifan Berorganisasi, Kesiapan Kerja

ABSTRACT

Mia Rosalina Br Sinaga, 2025:

The Role of Soft Skills and Hard Skills to Enter the World of Work with Organizational Activity as an Intervening Variable (Study on Final Year Students of FEBM, Raja Ali Haji Maritime University)

Promoter Team: Nurhasanah, S.E., M.Si dan Sufnirayanti, M.E.

This study aims to analyze the role of soft skills and hard skills to enter the workforce with organizational activity as an intervening variable in final year students of FEBM, Raja Ali Haji Maritime University. The population in the study was 122 final year students of FEBM UMRAH in 2021 who were actively involved in student organizations. Sampling using purposive sampling technique and referring to the Slovin formula, namely 55 people. This type of research is quantitative research. Validity and reliability tests were carried out on the questionnaire. Data were analyzed using path analysis, including t-tests, and coefficients of determination. The results showed that partially the variables Soft Skill (X1), Hard Skill (X2), Organizational Activity (Z) had a significant effect on Work Readiness (Y). The results of the study show that (1) Soft skills have a positive and significant role in organizational activity (2) Hard skills have a positive and significant role in organizational activity (3) Soft skills have a positive and significant role in work readiness (4) Hard skills have a positive and significant role in work readiness (5) Organizational activity has a positive and significant role in work readiness (6) Organizational activity mediates between soft skills and work readiness (7) Organizational activity mediates between hard skills and work readiness

Keywords: *Soft Skill, Hard Skill, Organizational Activity, Work Readiness*