

***The Influence of Soft Skills, Hard Skills and Work Motivation on Work Readiness of Final Year Students of the Faculty of Economics, Darul 'Ulum Islamic University, Lamongan (Study on Students of the Faculty of Economics, Semester VIII, Darul Ulum Islamic University, Lamongan), Widiyah Sri Lestari, Nawari, S.E., M.M., Marta Laila Arisandra, S.E., M.M., Management Study Program, Faculty of Economics, Darul 'Ulum Islamic University, Lamongan.***

## **ABSTRACT**

*"This study aims to evaluate the impact of soft skills, hard skills, and work motivation on the work readiness of final year students at the Faculty of Economics, Darul 'Ulum Islamic University, Lamongan. This study uses a quantitative method with a sample of 123 respondents, taken using the Probability Sampling technique through Simple Random Sampling, and data collected through questionnaires. The analysis methods applied include questionnaire tests, classical assumption tests, multiple linear regression tests, and coefficients of determination ( $R^2$ ), with data processing using SPSS version 25. The results of the analysis show that soft skills have a significant positive effect on the work readiness of final year students at the Faculty of Economics, Darul 'Ulum Islamic University, Lamongan, as evidenced by the  $T_{count}$  of 4.451 which is greater than the  $T_{table}$  of 1.979. Hard skills also show a significant positive effect on work readiness, with a  $T_{count}$  of 6.652 which exceeds the  $T_{table}$  of 1.979. Likewise, work motivation has a significant positive effect on work readiness, with a  $T_{count}$  of 5.333 which is greater than the  $T_{table}$  1.979. Soft skill, hard skill and work motivation variables simultaneously have a positive effect on students' work readiness as evidenced by  $F_{count}$  140.166 >  $F_{table}$  2.68 and the adjusted  $r$  square value of 0.774 or 77.4%.*

***Keywords: Soft Skills, Hard Skills, Work Motivation and Student Work Readiness***

**Pengaruh *Soft Skill*, *Hard Skill* dan Motivasi Kerja Terhadap Kesiapan Kerja Mahasiswa Akhir Fakultas Ekonomi Universitas Islam Darul 'Ulum Lamongan (Studi pada Mahasiswa Fakultas Ekonomi Semester VIII Universitas Islam Darul Ulum Lamongan), Widiyah Sri Lestari, Nawari, S.E., M.M., Marta Laila Arisandra, S.E., M.M., Prodi Manajemen, Fakultas Ekonomi Universitas Islam Darul 'Ulum Lamongan.**

**ABSTRAK**

"Penelitian ini bertujuan untuk mengevaluasi dampak soft skill, hard skill, dan motivasi kerja terhadap kesiapan kerja mahasiswa akhir di Fakultas Ekonomi Universitas Islam Darul 'Ulum Lamongan. Penelitian ini menggunakan metode kuantitatif dengan sampel sebanyak 123 responden, diambil menggunakan teknik Probability Sampling melalui Simple Random Sampling, dan data dikumpulkan melalui penyebaran kuesioner. Metode analisis yang diterapkan mencakup uji kuesioner, uji asumsi klasik, uji regresi linier berganda, dan koefisien determinasi ( $R^2$ ), dengan pengolahan data menggunakan SPSS versi 25. Hasil analisis menunjukkan bahwa soft skill memiliki pengaruh positif yang signifikan terhadap kesiapan kerja mahasiswa akhir Fakultas Ekonomi Universitas Islam Darul 'Ulum Lamongan, terbukti dari  $T_{hitung}$  sebesar 4,451 yang lebih besar dari  $T_{tabel}$  1,979. Hard skill juga menunjukkan pengaruh positif signifikan terhadap kesiapan kerja, dengan  $T_{hitung}$  sebesar 6,652 yang melebihi  $T_{tabel}$  1,979. Begitu pula, motivasi kerja memiliki pengaruh positif yang signifikan terhadap kesiapan kerja, dengan  $T_{hitung}$  sebesar 5,333 yang lebih besar dari  $T_{tabel}$  1,979. Variabel soft skill, hard skill dan motivasi kerja secara simultan berpengaruh positif terhadap kesiapan kerja mahasiswa dibuktikan dengan  $F_{hitung}$  140,166 >  $F_{tabel}$  2,68 dan hasil nilai adjusted r square sebesar 0,774 atau 77,4%.

**Kata kunci: Soft Skill, Hard Skill, Motivasi Kerja dan Kesiapan Kerja Mahasiswa**