

DAFTAR ISI

| | |
|---------------------------------------|-----------|
| KATA PENGANTAR..... | i |
| ABSTRAK..... | iv |
| ABSTRACT | v |
| DAFTAR ISI..... | vi |
| DAFTAR TABEL | ix |
| DAFTAR GAMBAR..... | xi |
| BAB I PENDAHULUAN | 1 |
| 1.1 Latar Belakang..... | 1 |
| 1.2 Identifikasi Masalah..... | 11 |
| 1.3 Batasan Masalah..... | 11 |
| 1.4 Rumusan Masalah..... | 12 |
| 1.5 Tujuan Penelitian..... | 12 |
| 1.6 Manfaat Penelitian..... | 13 |
| BAB II KAJIAN PUSTAKA | 14 |
| 2.1 Kajian Teoritis..... | 14 |
| 2.1.1 Kesiapan Kerja..... | 14 |
| 2.1.2 Soft Skill | 19 |
| 2.1.3 Hard Skill | 23 |
| 2.2 Penelitian Relevan | 26 |
| 2.3 Kerangka Berpikir | 30 |
| 2.4 Hipotesis Penelitian | 32 |
| BAB III METODE PENELITIAN..... | 34 |
| 3.1 Lokasi dan Waktu Penelitian..... | 34 |
| 3.2 Populasi Dan Sampel..... | 34 |

| | | |
|---------------|---|-----------|
| 3.2.1 | Populasi..... | 34 |
| 3.2.2 | Sampel..... | 35 |
| 3.3 | Variabel Penelitian dan Defenisi Operasional..... | 35 |
| 3.3.1 | Variabel Penelitian | 35 |
| 3.3.2 | Defenisi Operasional..... | 36 |
| 3.4 | Teknik Pengumpulan Data..... | 37 |
| 3.4.1 | Studi Kepustakaan | 37 |
| 3.4.2 | Angket/Kuesioner | 37 |
| 3.5 | Uji Instrumen Penelitian | 39 |
| 3.5.1 | Uji Validitas Angket | 40 |
| 3.5.2 | Uji Reliabilitas Angket | 41 |
| 3.6 | Uji Asumsi Klasik..... | 42 |
| 3.6.1 | Uji Normalitas | 42 |
| 3.6.2 | Uji Linearitas | 42 |
| 3.6.3 | Uji Multikolinearitas..... | 43 |
| 3.7 | Teknik Analisis Data | 43 |
| 3.7.1 | Analisis Regresi Linier Berganda..... | 43 |
| 3.8 | Uji Hipotesis..... | 44 |
| 3.8.1 | Uji Parsial (Uji T)..... | 44 |
| 3.8.2 | Uji Simultan (Uji F)..... | 44 |
| 3.8.3 | Uji Koefisien Determinasi (R^2) | 44 |
| BAB IV | HASIL DAN PEMBAHASAN..... | 45 |
| 4.1 | Deskripsi Hasil Penelitian | 45 |
| 4.2 | Uji Instrumen Penelitian | 45 |
| 4.2.1 | Uji Validitas dan Reliabilitas | 45 |
| 4.3 | Deskripsi Variabel Penelitian..... | 52 |
| 4.3.1 | Deskripsi Variabel <i>Soft Skill</i> | 53 |
| 4.3.2 | Deskripsi Variabel <i>Hard Skill</i> | 56 |
| 4.3.3 | Deskripsi Variabel Kesiapan Kerja (Y) | 60 |
| 4.4 | Hasil Uji Asumsi Klasik | 64 |

| | | |
|---|--|-----------|
| 4.4.1 | Hasil Uji Normalitas | 65 |
| 4.4.2 | Hasil Uji Linearitas | 67 |
| 4.4.3 | Uji Multikolinearitas | 68 |
| 4.5 | Hasil Analisis Data | 69 |
| 4.5.1 | Analisis Regresi Linear Berganda | 69 |
| 4.6 | Hasil Uji Hipotesis | 71 |
| 4.6.1 | Uji t (Parsial) | 71 |
| 4.6.2 | Uji F (Simultan) | 73 |
| 4.6.3 | Hasil Pengujian Koefisien Determinasi | 75 |
| 4.7 | Pembahasan Hasil Penelitian | 76 |
| 4.7.1 | Pengaruh <i>Soft Skill</i> Terhadap Kesiapan Kerja | 76 |
| 4.7.2 | Pengaruh Hard Skill (X2) Terhadap Kesiapan Kerja (Y) | 78 |
| 4.7.3 | Pengaruh <i>Soft Skill</i> (X1) dan <i>Hard Skill</i> (X2) Terhadap Kesiapan Kerja | 80 |
| BAB V KESIMPULAN DAN SARAN | | 82 |
| 5.1 | Kesimpulan | 82 |
| 5.2 | Saran | 83 |
| DAFTAR PUSTAKA | | 84 |
| LAMPIRAN-LAMPIRAN | | 88 |