

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh variabel *self-efficacy*, *work motivation* dan *career maturity* terhadap *working readiness*. Penelitian ini dilakukan pada perusahaan PT Hartono Istana Teknologi (polytron) Demak melibatkan 100 karyawan untuk menjadi responden dengan criteria yang termasuk didalam sampel diantaranya yaitu dengan usia 20-30 Tahun. Dalam penelitian ini memiliki 4 variabel yang memiliki pengaruh masing-masing setiap variabel yang dimana variabel *self-efficacy*, *work motivation* termasuk dalam variabel independen sedangkan variabel *working readiness* termasuk dalam variabel dependen dari dua jenis variabel perlu adanya variabel mediasi yaitu *career maturity* untuk dapat memediasi antara variabel. Metode penelitian yang digunakan yaitu penelitian deskriptif melalui pendekatan kuantitatif dengan menggunakan kuesioner sebagai media pengumpulan data untuk mengungkap data *self-efficacy*, *work motivation*, *career maturity* dan *working readiness*. Metode analisis data yang digunakan adalah Statistikal Package For The Social Sciens (SPSS) dan untuk menguji pengaruh variabel intervening digunakan uji *sobel test*. Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan pada *self-efficacy* terhadap *career maturity* (2) *work motivation* berpengaruh positif dan signifikan terhadap *career maturity* (3) adanay pengaruh positif dan signifikan pada kematangan karir terhadap *working readiness*. Penelitian ini menunjukkan hasil uji *sobel test* yaitu 0,247, variabel *career maturity* sebagai variabel mediasi. Kinerja karyawan dapat ditingkatkan melalui berbagai pengetahuan, *work motivation* , pengalaman, orientasi karir dan *career maturity* untuk mencapai kesiapan kerja yang berkualitas.

Kata Kunci : *self-efficacy*, *work motivation*, *career maturity* dan *working readiness*.

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ABSTRACT

This study aims to determine the effect of the variables self-efficacy, work motivation and career maturity on the working readiness. Research is conducted at the company PT Hartono Istana Teknologi (polytron) Demak involving 100 employees to become respondents with criteria that included in the sample in them that with age 20-30 years. In research it has four that have the effect of every variable that is where the variable Self-Efficacy, Work Motivation included the variables independently while variable Working Readiness included in variable dependent on the two types of variable need their variable mediation, namely Career Maturity to be able to mediate between variables. The method of research that is used is research descriptive with approach quantitative by using a questionnaire as a media collection of data to uncover the data self-efficacy, motivasi work, career maturity and working readiness. The data analysis method used is the Statistical Package For The Social Scientists (SPSS) and to to test the effect of the intervening variable, the *Sobel test* is used. Results of the study showed that (1) there is influence positively and significantly on self-efficacy on the career maturity (2) motivation work influence positively and significantly to the career maturity (3) adanay influence positively and significantly on career maturity of the working readiness. This research shows the results of the sobel test, which is 0,247, Career Maturity variable as a mediating variable. Performance of employees can be improved through avarienty of knowledge, motivation to work, experience, orientation career and maturity of career to achieve readiness work are qualified.

Word key : Self-Efficacy, Motivation Work, Career maturity, Working Readiness.

