ABSTRACT

This study aims to develop a model of job readiness for training graduates at BBPLK Semarang. The findings showed that BBPLK Semarang training graduates lacked readiness to plunge into the world of work due to several factors, namely, the quality of BBPLK Semarang graduates was not yet fully competency-based in accordance with the needs of the job market (demand driven), the existence of better private work trainng institutions (LPK), low motivation and self-confidence of training graduates in planning and achieving career maturity processes to fill available job vacancies. The model developed in this study uses five predictor variables, namely training, industrial work practices, competencies mediated by individual internal factors, namely self-efficacy and locus of control on job readiness.

The population of this research is the graduates of BBPLK Semarang training during 2021, which are 448 students. This research probability sampling technique that is of stratified sampling so that the sample that meets the criteria is 135 students and data collection is carried out through distributing questionnaires using a Likert scale 1-7 to 135 respondents. The model that has been developed in this study was then tested empirically using the Structural Equation Modeling (SEM) analysis technique which is run with AMOS 24 Software.

The results of the study show that the variables of training, industrial work practices, and competence have a positive and significant effect on job readiness. To build work readiness, it is necessary to have internal individual factors, namely self-efficacy and locus of control which are driven through training variables, industrial work practices, and competencies. The competence variable has the highest total effect on job readiness if it is through the intervening self efficacy variable. The managerial implication in this study is that training graduates need waiting time to get a job, so there is no guarantee of convenience for training graduates to get jobs as expected after participating in training at BBPLK Semarang, therefore training must be designed as a comprehensive employment policy, so that inclusive work training is produced by optimizing the function of the BLK towards increasing the competence of the workforce and opening up new entrepreneurship.

Keywords: Training, Industrial Job Training, Competence, Self efficacy, Locus of Control, and Work Readiness.