The Effect of Soft Skills and Hard Skills on Student Work Readiness Bisnis Digital STMIK Pelita Nusantara Medan

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Abstract. The world of work is currently growing so that it has an impact on the skills needed to achieve a better career. Every college graduate is expected to excel and be skilled at work and have full competence within himself. An educational institution becomes a main pillar in producing competent graduates who have hard skills, soft skills. This study seeks to determine the impact of hard skills and soft skills on the work readiness of students majoring in Digital Business at STMIK Pelita Nusantara. Forty students were surveyed using a non-probability sampling technique and a questionnaire.

Keywords: Soft Skills, Hard Skills, Job Readiness, Bisnis Digital Students.

1. Introduction

Indonesia faces a difficult test in the form of Society 5.0. The quality of human resources (HR) is low. According to the United Nations Development Program (UNDP) report for 2021, Indonesia is rated 111th out of 189 nations on the Human Development Index (HDI) or the Human Development Index (IPM). The Central Bureau of Statistics (BPS) reports that the size of the Indonesian labor force was 136,18 million in February 2020, up 2.24 million from the previous year. The labor force participation rate (TPAK) increased by 0.12 percentage points as the labor force grew. The TPT reduced to 5.01 percent in February 2019, indicating a drop of 50,000 people in the unemployment rate over the previous 12 months. Based on the degree of education, the TPT for Vocational High Schools (SMK) is still the highest at 8.63 percent. This phenomenon illustrates that Indonesia will not be prepared for society 5.0 due to the unpreparedness of its undergraduate workforce. Based on this, the Indonesian government strives to continue progressing and developing, particularly in its major cities. Including the fourth-largest metropolis in Indonesia, Medan.

Standards for Competency at Work in Indonesia (SKKNI) in the Field of Office Administration Services in the Service Industry [1] Each person's knowledge, skills, and attitude toward their work, as measured against established criteria, is their "work competence." The aforementioned abilities and competences can be further separated into hard skills and soft skills, with the former being more heavily weighted. A graduate's future success requires both technical knowledge and interpersonal abilities. Hard skills place a premium on cognitive characteristics and specialized abilities as established by a number of scientific disciplines, whereas soft skills focus on personal and interpersonal behaviors necessary for the development and optimization of human performance.

The Research Center at Mitsubishi [2] Professional success is determined by 10% financial resources, 20% specialized knowledge, 30% strategic networking, and 40% personable disposition. In addition, according to Dr. Goleman's research, intellectual intelligence (IQ) accounts for only 20% of a person's success, whereas emotional intelligence (EQ) accounts for 80%. Presently, soft skills are valued for their

contribution to work readiness, particularly in the era of Society 5.0, where competition is fierce. Due to similarities between the two concepts, emotional intelligence is often conflated with soft skills. [3] This suggests that in the past, emotional intelligence and soft skills were distinct. Emotional intelligence will become increasingly important in the future of economic-based knowledge, as it is predicted that each job seeker will use social interaction to find a respectable job, so that they will be considered ready to work professionally within the company.

2. Method

This study utilized correlational analysis, which uses the correlation coefficient to evaluate the extent to which changes in one variable are linked to changes in another. The research design employs multiple linear regression, with SPSS used for data administration. This study examines variables pertaining to hard skills, soft skills, and job aptitude. In order to obtain valid and reliable results, researchers employed questionnaire-based data collection instruments whose validity and dependability were evaluated [4]. This study's sample consisted of 50 Bisnis Digital students from STMIK Pelita Nusantara Medan.

3. Findings

3.1 Results of Simple Regression Equation Analysis

The purpose of this analysis is to ascertain whether Soft Skills have a positive effect on Work Readiness to Face Society 5.0 in STMIK Pelita Nusantara Medan, Bisnis Digital Students. The table below displays the results of a very basic linear regression test.

Table 1. Multiple Linear Regression Test Results.

	B	Std. Error	t	Sig.
Konstanta	0.642	0.169	1.864	0.000
Soft Skill (X1)	0.815	0.358	14.572	0.000
Hard Skill (X2)	0.715	0.381	14.922	0.000

3.2 Partial T-Test

The partial results of the regression coefficient test on the SPSS Coefficienta output are as follows:

Table 2. Test Results t.

Variable	t	Sig.
Soft Skill (X)	8.321	0.000
Hard Skill (X2)	8.753	0.000

3.3 Coefficient of Determination (R2)

Coefficient of determination is a statistical measure of how much of an effect an independent variable X has on a dependent variable Y. The values of R and R^2 that were calculated from the tests were as follows:

Table 3. R-Square.

Model	Koefisien Korelasi (R)	R²	Adjusted R Square
1	.842ᵃ	.457	.513

4. Discussion

Use of descriptive analysis of survey responses to teach people soft skills that have been shown to have a significant impact on people's preparation for the workplace and social situations. Students in the Bisnis Digital program at STMIK Pelita Nusantara Medan have an overall courtesy score of 5.0 and demonstrate this score in their interactions with fellow Bisnis Digital students, faculty, and staff. Students who develop both soft and hard skills will have a leg up on the competition in the future. Therefore, all college grads should receive character training as part of their formal education [5].

5. Conclusion

The results of the t-test indicate that the soft skill variable (X) has a t-count value of 8,321, with a significance level of 0.000, which is less than 0.05. This means that H1 is acknowledged, and we can confidently assert that both soft and hard skills significantly affect a person's preparation for the workplace and social interactions. The Bisnis Digital course at STMIK Pelita Nusantara Medan received a 5.0 grade.

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