

DAFTAR PUSTAKA

- Afif, N., & Arifin, A. H. (2022). Kesiapan Kerja Mahasiswa Akuntansi di Era Digital: Cukupkah hanya Hard Skills? *Krisna: Kumpulan Riset Akuntansi*, 14(1), 50–62. <https://doi.org/10.22225/KR.14.1.2022.50-62>
- Agung Gde Mantra Suarjana, A., Mei Wahyuni, L., Komang Mahayana Putra, I., Akuntansi, J., Negeri Bali, P., & Administrasi Niaga, J. (2022). Pengaruh Kompetensi terhadap Kinerja Dalam Upaya Mewujudkan Integrasi Kompetensi Hard skill, Soft Skill Lulusan Akuntansi. *Jurnal Bisnis Dan Kewirausahaan*, 18(2), 125–137. <https://doi.org/10.31940/JBK.V18I2.125-137>
- Akbar, M., Hendriani, S., Fiona, F., & Syamsuri, Abd. R. (2025). Pengaruh Soft Skill dan Hard Skill terhadap Kesiapan Kerja dengan Pengalaman Magang sebagai Variabel Moderasi pada Mahasiswa. *Jurnal Bisnis Mahasiswa*, 5(4), 2199–2212. <https://doi.org/10.60036/JBM.734>
- Andini, N., Studi, P., Perkantoran, A., & Dan Bisnis, E. (2025). Pengembangan Diri Sebagai Pilar Kesuksesan Profesional Perspektif Etika Dan Soft Skill. *Jurnal Kajian Ekonomi Dan Manajemen Indonesia (JKEMI)*, 2(3), 191–197. <https://doi.org/10.61079/JKEMI.V2I3.124>
- Astutik, W., & Sulhan, M. (2022). Pelatihan Kerja, Soft Skill dan Hard Skill Mendorong Peningkatan Kinerja Karyawan. *JMK (Jurnal Manajemen Dan Kewirausahaan)*, 7(2), 9–21. <https://doi.org/10.32503/JMK.V7I2.2345>
- Badan Pusat Statistik Provinsi Jawa Tengah. (2024). *Tingkat Pengangguran Terbuka (TPT) Menurut Kabupaten/Kota di Provinsi Jawa Tengah - Tabel Statistik - Badan Pusat Statistik Provinsi Jawa Tengah*. <https://jateng.bps.go.id/id/statistics-table/2/NjQjMg==/tingkat-pengangguran-terbuka-tpt-.html>
- Bandura, A. (2006). Toward a Psychology of Human Agency. *Perspectives on Psychological Science*, 1(2), 164–180. <https://doi.org/10.1111/j.1745-6916.2006.00011.x>
- Benight, C. C., & Bandura, A. (2004). Social cognitive theory of posttraumatic recovery: The role of perceived self-efficacy. *Behaviour Research and Therapy*, 42(10), 1129–1148. <https://doi.org/10.1016/j.brat.2003.08.008>
- Boyatzis, R., & Boyatzis, R. E. (2008). Competencies in the 21st century. *Journal of Management Development*, 27(1), 5–12. <https://doi.org/10.1108/02621710810840730>
- Burrus, J., Jackson, T., Xi, N., & Steinberg, J. (2013). Identifying The Most Important 21st Century Workforce Competencies: An Analysis Of The Occupational Information Network (O*Net). *ETS Research Report Series*, 2013(2), i–55. <https://doi.org/10.1002/J.2333-8504.2013.TB02328.X>

- Cao, J., Li, J., Wang, Y., & Ai, M. (2022). The Impact of Self-Efficacy and Perceived Value on Customer Engagement under Live Streaming Commerce Environment. *Security and Communication Networks*, 2022. <https://doi.org/10.1155/2022/2904447>
- Chen, Y., Chiu, S. W. K., Zhu, J., & So, W. W. M. (2022). Maintaining secondary school students' STEM career aspirations: the role of perceived parental expectations, self-efficacy, and cultural capital. *International Journal of Science Education*, 44(3), 434–462. <https://doi.org/10.1080/09500693.2022.2032463>
- Dawuhan, arif, Dwi Prasetyo, N., & Prabowo, H. (2024). Pengaruh Soft Skill dan Hard Skill Terhadap Kesiapan Kerja Mahasiswa Melalui Motivasi Kerja Sebagai Variabel Intervening. *Value Management Research*, 1(2), 87–96. <https://doi.org/10.1016/ger.2023.01.012>
- Elizar, E., & Tanjung, H. (2018). Pengaruh Pelatihan, Kompetensi, Lingkungan Kerja terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 46–58. <https://doi.org/10.30596/maneggio.v1i1.2239>
- G Ratuella, Y. R., Nelwan, O. S., Lumintang, G. G., Manajemen, J., & Ekonomi dan Bisnis, F. (2022). Pengaruh Hard Skill, Soft Skill Dan Efikasi Diri Terhadap Kesiapan Kerja Pada Mahasiswa Akhir Jurusan Manajemen Feb Unsrat Manado. *Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 10(1), 172–183. <https://doi.org/10.35794/EMBA.V10I1.37677>
- Gary S. Becker. (1962). Investment in Human Capital: A Theoretical Analysis. *Journal of Political Economy*, 5(2).
- Ge, J., He, J., Liu, Y., Zhang, J., Pan, J., Zhang, X., & Liu, D. (2021). Effects of effort-reward imbalance, job satisfaction, and work engagement on self-rated health among healthcare workers. *BMC Public Health*, 21(1), 1–10. <https://doi.org/10.1186/S12889-021-10233-W/TABLES/5>
- Ghozali, I. (2016). *Desain Penelitian Kuantitatif dan Kualitatif untuk Akuntansi, Bisnis, dan Ilmu Sosial Lainnya*. Yoga Pratama.
- Gladden, M. E. (2019). Who Will Be the Members of Society 5.0? Towards an Anthropology of Technologically Posthumanized Future Societies. *Social Sciences 2019*, Vol. 8, Page 148, 8(5), 148. <https://doi.org/10.3390/SOCSCI8050148>
- Granillo-Velasquez, K. E., Musemeche, N. P., & Reyes, D. L. (2025). Mapping the modern workforce: An overview of workforce competency demands. *The Career Development Quarterly*, 73(1), 48–67. <https://doi.org/10.1002/CDQ.12367>
- Halilsoy, T. (2024). The Importance of Self-Confidence. *Akademik Tarih ve Düşünce Dergisi*, 11(5), 2975–2989. <https://doi.org/10.46868/ATDD.2024.803>

- Hang, Y., Khan, S., Alharbi, A., & Nazir, S. (2022). Assessing English teaching linguistic and artificial intelligence for efficient learning using analytical hierarchy process and Technique for Order of Preference by Similarity to Ideal Solution. *Journal of Software: Evolution and Process*, e2462. <https://doi.org/10.1002/SMR.2462>
- Hayes, J., Maslen, S., Holdsworth, S., & Sandri, O. (2021). Defining the capable engineer: Non-technical skills that support safe decisions in uncertain, dynamic situations. *Safety Science*, 141, 105324. <https://doi.org/10.1016/J.SSCI.2021.105324>
- Ingsih, K., & Suhana, S. (2006). Revista de Métodos Cuantitativos para la Economía y la Empresa. *Revista de Métodos Cuantitativos Para La Economía y La Empresa*, 35, 268–279. <https://doi.org/10.46661/revmetodoscuanteconempresa.6426>
- Juhász, T., Horváth-Csikós, G., & Gáspár, T. (2023). Gap analysis of future employee and employer on soft skills. *Human Systems Management*, 42(5), 527–542. <https://doi.org/10.3233/HSM-220161>
- Kantrowitz, T. M. (2005). *Development And Construct Validation Of A Measure Of Soft Skills Performance A Dissertation Presented to The Academic Faculty*.
- Kerry J. Kennedy, Margarita Pavlova, & John Chi-Kin Lee. (2023). *Soft Skills and Hard Values Meeting Education's 21st Century Challenges*. Routledge .
- Khoerunnisa, N., Darusman, Y., & Hamdan, A. (2024). Pengelolaan Balai Latihan Kerja dalam Menyiapkan Kompetensi Lulusan. *Community Educational Journal*, 1(2). <https://journal.publinesia.com/index.php/cej/article/view/61>
- Killingback, C., Thompson, M., Chipperfield, S., Clark, C., & Williams, J. (2022). Physiotherapists' views on their role in self-management approaches: A qualitative systematic review. *Physiotherapy Theory and Practice*, 38(12), 2134–2148. <https://doi.org/10.1080/09593985.2021.1911011>
- Kumendong, A. ., Pangemanan, S. S., & Pandowo, M. . (2018). The Analysis of Soft Skill For Employee Performance In Banking Industry. *Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 6(4), 3813–3822. <https://doi.org/10.35794/EMBA.V6I4.21907>
- Lamri, J., & Lubart, T. (2023). Reconciling Hard Skills and Soft Skills in a Common Framework: The Generic Skills Component Approach. *Journal of Intelligence* 2023, Vol. 11, Page 107, 11(6), 107. <https://doi.org/10.3390/Jintelligence11060107>
- Lomagio, A., & Fitrianti, F. (2022). Pengaruh Computer Anxiety, Computer Attitude dan Computer Self-Efficacy Terhadap Literasi Digital Pelaku UMKM Industri Pangan. *Gorontalo Accounting Journal*, 5(1), 68–85. <https://doi.org/10.32662/GAJ.V5I1.1772>

- Ma, X., Khattak, A., Ghani, B., & Huo, M. (2024). Perceived overqualification in higher education institutions: Enhancing employee innovative behavior via creative self-confidence and harmonious workplace climate. *Current Psychology*, 43(11), 9826–9837. <https://doi.org/10.1007/S12144-023-05139-2/METRICS>
- Mabe, K., Bwalya, K. J., Bwalya, K., Mabe, K. & Bwalya, K. J. (2022). Critical soft skills for information and knowledge management practitioners in the fourth industrial revolution. *SA Journal of Information Management*, 24(1). <https://doi.org/10.4102/SAJIM.V24I1.1519>
- Mamaqi, E. (2023). The Role of Trainings in the Development and Enhancement of Work Performance in the Public and Private Sector. *Interdisciplinary Journal of Research and Development*, 10(1 S1), 107–107. <https://doi.org/10.56345/IJRDV10N1S115>
- Mandavilli, S. R. (2025). A Practical Compendium of Top Life Skills and Universal Human Values from a Social Sciences Perspective. *SSRN Electronic Journal*. <https://doi.org/10.2139/SSRN.5275186>
- Mohammed, N. A., Mohammed, D., & Gana, J. (2022). The Impact Of Training And Development On Employee Productivity In The 21st Century. *African Journal of Management and Business Research*, 3(1), 41–58. <https://publications.afropolitanjournals.com/index.php/ajmbr/article/view/1044>
- Munir, F. (2022). More than technical experts: Engineering professionals' perspectives on the role of soft skills in their practice. *Industry and Higher Education*, 36(3), 294–305. <https://doi.org/10.1177/09504222211034725>
- Ni'amah, S., & Sulistiyaningsih, S. H. (2021). Peningkatan Pengetahuan Dan Pelatihan Senam Hamil Untuk Menurunkan Nyeri Punggung Pada Ibu Hamil Trimester III Di Desa Pasuruhan Kab. Pati. *Jurnal Pengabdian Kepada Masyarakat Cahaya Negeriku*, 1(02), 31–38. <https://cahayanegeriku.org/index.php/jpkm/article/view/19>
- Nugroho Dwi Prasetyo. (2023). Pengaruh Soft Skill Dan Hard Skill Terhadap Kesiapan Kerja Mahasiswa Di Bank Syariah. *Jurnal Pendidikan Ekonomi (JURKAMI)*, 8(2), 347–356. <https://doi.org/10.31932/JPE.V8I2.2491>
- Patricia Aprilita, K., Pritasari, A., & Bisnis dan Manajemen Institut Teknologi Bandung, S. (2024). The Influence of Soft Skills Development on Perceived Work Readiness: Case of Recent Public University Graduates. *Jurnal Ekonomi, Manajemen, Bisnis, Dan Sosial (Embiss)*, 4(4), 291–310. <https://doi.org/10.59889/EMBISS.V4I4.327>
- Prahiawan, W., & Pascasarjana Magister Manajemen Universitas Sultan Ageng Tirtayasa, P. (2021). Pengaruh Kompetensi (Hard skill) Dan Pelatihan Terhadap Kinerja Pelaksana Teknis Melalui Kepuasan Kerja Sebagai Variabel

- Intervening (Studi Pada Pelaksana Teknis Dinas PUPR Kabupaten Serang). *Jurnal Riset Bisnis Dan Manajemen Tirtayasa*, 5(2), 186–199. <https://doi.org/10.48181/JRBMT.V5I2.13178>
- Pratama, R., Waskito, Erizon, N., & Putra, R. P. (2025). Korelasi Soft Skill terhadap Kesiapan Kerja Siswa Kelas XII SMK Negeri 1 Bukittinggi. *Jurnal Penelitian Ilmiah Multidisipliner*, 2(02), 918–926. <https://ojs.ruangpublikasi.com/index.php/jpim/article/view/800>
- Priyanto, R., & Madyathika, P. (2024). Sosialisasi dan Pelatihan Soft skills bagi Siswa SMK Muhammadiyah 01 Purbalingga Menuju Dunia Kerja. *KhidmatMu*, 1(1), 27–35. <https://ejournal.stitmuhba.ac.id/index.php/KhidmatMu/article/view/56>
- Robles, M. M. (2012). Executive Perceptions of the Top 10 Soft Skills Needed in Today's Workplace. *Business Communication Quarterly*, 75(4), 453–465. <https://doi.org/10.1177/1080569912460400>
- Rosi, Y. A. (2023). Pentingnya Pengembangan Keterampilan Soft Skill Dalam Administrasi Perkantoran. *Jurnal Teknologi Pendidikan Dan Pembelajaran | E-ISSN : 3026-6629*, 1(2), 148–155. <https://jurnal.kopusindo.com/index.php/jtpp/article/view/30>
- Royani, S. S., Ningsih, E. K., & Dini, M. (2024). The Influence Of Soft Skills, Hard Skills, Self-Efficacy, And Motivation Of Accounting Students On Student Work Readiness In The Era Of The Industrial Revolution 4.0. *Jurnal Akuntansi, Manajemen Dan Bisnis Digital*, 3(2), 275–284. <https://doi.org/10.37676/JAMBD.V3I2.8793>
- Siburian, B., Afifah, S., Tumpal Sinaga, P., Marpaung, O., & Tinggi Ilmu Ekonomi Jayakarta, S. (2022). The Effect Of Soft Skill And Hard Skill On Work Readiness Of The 2018 STIE Jayakarta Students. *International Journal of Informatics, Economics, Management and Science*, 1(2), 136–151. <https://doi.org/10.52362/IJIEMS.V1I2.881>
- Sinergitas, M., Pemberdayaan, K., Penempatan, D., Kerja, T., Pengangguran, M., Migas, S., Banyuasin, M., Mursalin, S., & Putra, R. (2025). Model Sinergitas Kebijakan Pemberdayaan dan Penempatan Tenaga Kerja untuk Menurunkan Pengangguran Sektor Migas Musi Banyuasin. *Strukturasi: Jurnal Ilmiah Magister Administrasi Publik*, 7(2), 86–96. <https://doi.org/10.31289/strukturasi.V7I2.6559>
- Sugiyono. (2013). Metode Penelitian Kuantitatif, Kualitatif dan R&D. In *ICB Research Reports* (Issue 9). Alfabeta. <https://openlibrary.telkomuniversity.ac.id/home/catalog/id/30392/slug/metode-penelitian-kuantitatif-kualitatif-dan-r-d.html>
- Sugiyono. (2022). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (Edisi 2). Alfabeta.

- Ulfah, M. (2023). The Impact Of Life Skills And Self-Confidence Education On The Development Of Independent And Work-Ready Human Resources. *Kabillah : Journal Of Social Community*, 8(2), 270–278. <https://www.ejournal.iainata.ac.id/index.php/kabillah/article/view/390>
- Ulfatus Sa, & Sunaryo, H. (2020). Pengaruh Hard Skill Dan Soft Skill Terhadap Kecenderungan Pemilihan Bidang Kerja Melalui Kepercayaan Diri Mahasiswa Jurusan Manajemen Fakultas Ekonomi Dan Bisnis Universitas Islam Malang. *E-JRM: Elektronik Jurnal Riset Manajemen*, 9(11). <https://jim.unisma.ac.id/index.php/jrm/article/view/6402>
- Widyaningsih, N. K. A., Sinaga, F., & Wirawan, P. E. (2023). Pengaruh Pelatihan Soft Skill dan Hard Skill Terhadap Kinerja Karyawan di Bali Beach Glamping Resort. *Jurnal Ilmiah Pariwisata Dan Bisnis*, 2(3), 747–753. <https://doi.org/10.22334/PARIS.V2I3.358>
- Wijaya, A. D. (2024). Dampak Rendahnya Self Efficacy Pada Mahasiswa Tingkat Akhir: Sebuah Studi Literatur. *Jurnal Bimbingan Konseling Dan Psikologi*, 4(2), 115–126. <https://doi.org/10.56185/JUBIKOPS.V4I2.768>
- Yamin, S. (2021). *Olah Data Statistik: SmartPLS 3, Amos & Stata (Mudah & Praktis)*. Bekasi: Dewangga Energi Internasional.
- Yimam, M. H. (2022). Impact of training on employees performance: A case study of Bahir Dar university, Ethiopia. *Cogent Education*, 9(1). <https://doi.org/10.1080/2331186X.2022.2107301>
- Yulita, R., & Defrinal, D. (2025). Peranan Self Efficacy Dalam Meningkatkan Minat Belajar. *Journal of Learning and Teaching*, 02, 9–15. <https://doi.org/10.70692/P1A0ZQ35>