

# The Effect Of Self Efficacy And Family Environment On Work Readiness Of Students Muhammadiyah Sorong University

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**Abstract** *The purpose of this study was to determine whether self-efficacy and family environment affect work readiness. The independent variables in this study are Self-Efficacy (X1) and Family Environment (X2) while the dependent variable in this study is Job Readiness (Y). This research uses a Quantitative approach with Descriptive and Correlation methods. The sampling technique used in this study was Non-probability with Purposive Sampling technique. Respondents in this study were students of the 2020 batch of Muhammadiyah University of Sorong as many as 202 people who determined using the Slovin formula. The results of the analysis conducted show that the independent variables of self-efficacy and Family Environment partially and simultaneously affect the dependent variable Student Work Readiness.*

**Keywords:** *Student, Self-Efficacy, Family Environment, Work Readiness.*

## I. INTRODUCTION

Development in Indonesia in various sectors really requires labor. Various job opportunities are open at any time throughout Indonesia, but there are far more job seekers than the available quota (Disnaker, 2019). Difficulties are also experienced by fresh graduates, where the number of undergraduate graduates from universities is increasing from year to year, resulting in undergraduate graduates from universities becoming one of the causes of increasing unemployment.

Unemployment Data for Sorong City  
University/Graduate Graduates

Year	Number of Unemployed/Person
2022	631
2023	753

Source: Disnaker Kota Sorong 2024

The increase in unemployment among graduates is also due to high requirements that must be met, very low job quotas available, increasingly tight competition, and unpreparedness to face the world of work.

One of the important tasks for students in this final phase is preparation to enter the world of work. However, in reality, it is not uncommon for these students not to know about the field of work they want to achieve and want to pursue after completing their education at university. (Yuwanto et al., 2016). Work readiness is sufficient ability both physically and mentally. This physical readiness includes having energy and good health, while mental readiness involves having sufficient interest and motivation, as well as an adequate mental state to carry out an activity. Many factors influence a person's work readiness, both internally and externally. Internal factors that can influence work readiness are each individual's self-efficacy, while external factors can be seen from the environment, such as the family environment. (Prisrilia et al, 2021).

Work readiness can be influenced by several factors, namely internal factors such as self-efficacy which have a big impact on a person's readiness for the world of work. (Hakim, 2021) Self-efficacy is an individual's belief in their ability and competence in carrying out tasks, overcoming obstacles, and achieving expected goals. However, this will not be achieved if there is no support from the family environment. from Muslimah (2017) The family environment is the main environment that can influence a person's development. The role of the family can shape a person's personality because the family is the first place that is known and through the family environment a person will be able to get to know other environments around him. It is this family environment that shapes their character and makes them individuals who are ready to face the world of work or not.

Muhammadiyah University of Sorong is a private university in Sorong City, Southwest Papua. Muhammadiyah University of Sorong is a superior, Islamic learning institution and is equipped with a progressive lecture system and campus life that has been designed in a balanced manner to produce superior graduates. One of the supports for producing superior graduates is by holding a Job Fair Planning Career Center (JPCC). This research was carried out despite having a Jobfair Planning Career Center (JPCC). (<https://um-sorong.ac.id/page/detail/sejarah>). Based on observations from short interviews, it was found that quite a few of the Muhammadiyah University of Sorong students who were about to face the world of work felt they were not ready due to their lack of experience. There are even those who are weighed down by family support which directs them to continue the family business while on the other hand there is the greatest desire to go directly into the world of work. This research was conducted to find out how much influence self-efficacy has on work readiness, and how much influence the family environment has on work readiness of Muhammadiyah University of Sorong students.

## II. LITERATUR REVIEW

### 1. Human Capital Theory

Human capital theory is an idea which considers that humans are a form of capital or capital goods like other capital goods, such as land, buildings, machines, and so on. Human capital can be defined as the total amount of knowledge, skills and intelligence of the people of a country. Quality of human capital, according to Romer in Rasyidi et al., (2020), consists of the abilities, skills and knowledge of a person (worker). Meanwhile, according to Gaol, (2014) states that human capital is knowledge, expertise, abilities and skills that make humans the capital or assets of a company. Human capital theory can be linked to student work readiness through the concept of investment in increasing individual capabilities. Students who develop knowledge, skills, and experience during their education are considered to be making an investment in their human capital. Job readiness can then be seen as a result of the accumulation of these investments, enabling them to be better prepared to face challenges in the world of work. *Manajemen Sumber Daya Manusia*

According to Bintoro, (2017) that "Human resource management (HRM), is a science or method of managing the relationships and roles of resources (workforce) owned by individuals efficiently and effectively and can be used optimally so that the company's common goals are achieved, employees and society to be maximized. According to Adamy et al., (2022) Human Resource Management (HRM) is the development of human resources whose function is to carry out human resource planning, implementation, recruitment, training, employee or employee career development as well as carrying out initiatives for the organizational development of an organization or company. According to Khaeruman, (2021) "Human Resource Management (HRM) is a recognition of the importance of an organization's workforce as human resources which are very important in contributing to organizational goals, and the use of several functions and activities to ensure that human resources are used effectively and fairly for individual interests. , organizations and society".

it can be concluded that Human Resource Management (HRM) is a science that involves the process of managing human resources with the aim of achieving a company's competitive advantage.

### 2. Work readiness

According to Riadi, (2019) Work readiness is a person's knowledge, skills and attitudes to prepare themselves to face the world of work so that they are able to carry out certain activities in relation to work in accordance with predetermined targets. according to Baiduri et al., (2019) Work readiness is a condition or condition that a person has including physical, mental and experience maturity as well as the willingness and ability to carry out an activity or job. Thus it can be concluded that work readiness is a combination of skills, knowledge and attitudes that enable a person to contribute

productively in achieving organizational goals in the workplace, involving physical, mental, experience aspects, as well as the willingness and ability to carry out tasks in accordance with the targets set. determined.

### Work Readiness Indicators

According to Fitriyanto at Aprillia, (2021) There are several indicators that show a person's work readiness which include:

- a. Critical Attitude
- b. have logical and objective considerations,
- c. have the skills and desire to work together with others,
- d. have the courage to accept responsibility,
- e. easily adapt to the environment,
- f. ambitious to progress
- g. Mature and control your emotions.

### 3. Self Efficacy

According to Woolfolk at Amalia et al, (2020) "Self Efficacy is a person's belief about their competence in a particular field. Self-Efficacy refers to an individual's belief in their ability to succeed and perform tasks or activities well in a particular domain or field. According to Yamin at Renaningtyas, (2017) Self-efficacy is related to the belief that an individual has the ability to act as expected. Each person has a special ability to understand something, not just receive information, but also have the initiative to take action independently. This includes the desire to directly experience, understand, and make your own decisions in action.

From the several definitions of self-efficacy above, it can be concluded that Self-Efficacy is an individual's belief/belief in their ability and competence in carrying out tasks, overcoming obstacles, and achieving expected goals. This includes the belief that a person is able to succeed and carry out activities well in a particular field.

### Self Efficacy indicators

According to Smith (2011) There are several indicators of self-efficacy:

- a. Confidence can complete a specific task
- b. Confidence to motivate your self
- c. Confidence to keep fight
- d. Confidence can survive
- e. Confidence can solve problems in various situations.

### 4. Family Environment

According to Framanta, (2020) that the family environment "is the first and foremost institution, which greatly determines the future of each individual, and is also a forum and place for the growth and development of a person as a whole".

According to Muslimah, (2017) The family environment is the main environment that can influence a person's development. The role of the family can shape a person's personality because the family is the first place that is known and through the family environment a person will be able to get to know other environments around him. From the definition of the Family Environment, it can be concluded that the family environment is an environment that is considered the

main institution that determines an individual's future, a place for a person's overall growth and development. The role of the family in shaping personality, providing attention, love and guidance, as well as meeting a person's economic needs, is a crucial factor that influences a person's development and behavior in readiness to face the future.

**Family Environment Indicators**

According to Pratiwi et al., (2022) There are 4 indicators from family environment :

- a. the way parents educate
- b. home atmosphere
- c. family economic situation
- d. cultural background

**III. RESEARH METHODE**

**a. Research Design**

The type of research carried out in this research is descriptive correlation research with a quantitative approach. Descriptive research is the nature of research that describes a phenomenon with accurate data that is studied systematically (Sahir, 2022) Correlation research is research with the nature of examining the level of relationship between one variable and another variable being studied based on the correlation coefficient (Sahir, 2022). According to (Sugiyono, 2013) Quantitative methods can be interpreted as research methods used to examine certain populations or samples, data collection using quantitative/statistical data analysis research instruments with the aim of testing predetermined hypotheses. The data analysis technique used is SPSS 2.0. and the sampling technique used is Purposive Sampling, which is a technique for determining samples with certain considerations (Sugiyono, 2013). Considerations for sampling are students who have entered their final semester (year of 2020), because they have received more theory in lectures with the hope of being better prepared to determine their future when entering the world of work and students who have the desire to work for a company or agency.

**b. Data Source**

This research uses 2 data sources:

- 1. Primary data is a data source that directly provides data to data collectors by taking measurements, calculating themselves in the form of questionnaires, observations, interviews, etc. (Ahyar et al., 2020).
- 2. Secondary data originating from books, scientific articles, scientific journals.

**c. Population and Sample**

The population to be studied in this research is final year students (year of 2020) Universitas Muhammadiyah Sorong totaling 409 people.

Tabel 01. The Numbers of population Study program

Agrotechnology	10 People
State Administration Science	41 People
Legal studies	49 People
Public administration	37 People

Silviculture Management	11 People
Aquatic Resource Management	97 People
English language education	10 People
Mathematic education	17 People
Fishery Product Processing	16 People
Sociology	7 People
Civil Engineering	5 People
Industrial Engineering	30 People
Informatics Engineering	11 People
<b>Total</b>	<b>68 People</b>
<b>Total</b>	<b>409 People</b>

Source : Each Faculty of Muhammadiyah Sorong University

The research sample size using the Slovin formula is determined by the error rate value. Where the greater the error rate used, the smaller the number of samples taken. The following is a sample determination using the Slovin formula:

$$n = \frac{N}{1 + (Ne)^2}$$

- n : Sample Size
- N : Population size
- e : Error Rate

It's mean the sample taken from the population above is as follows:

$$n = \frac{409}{1 + (409 \cdot (0,05))^2}$$

$$n = \frac{409}{1 + (409 \cdot (0,0025))}$$

$$n = \frac{409}{1 + (1,02)}$$

$$n = \frac{409}{2,02}$$

$$n = 202,4 \text{ rounded to } 202$$

**IV. RESULT**

**a. Statistic descriptive analisis**

Tabel 02. Data Results Trends in Self-Efficacy Variables

No.	Score Range	Category	Frequence	Presentance
1	X > 47	Totally agree	53	26%
2	45 < X < 47	Agree	31	15%
3	42 < X < 45	Netral	60	30%
4	40 < X < 42	Disagree	27	13%
5	X < 40	Totally Disagree	31	15%
Total			202	100%

Source: SPSS 20 Output Result  
Based on Figure 02, the trend table for the Self-Efficacy variable, it can be seen that in the Self-Efficacy variable, respondents tended to answer neutral answers with a total

of 60 respondents. This illustrates that their readiness for the world of work is moderate.

Tabel 03. Frequency Distribution of Trends in Family Environmental Variables

No.	Score range	Category	Frequence	Presentance
1	X > 36	Totally agree	77	38%
2	34 < X < 36	Agree	50	25%
3	31 < X < 34	Netral	62	31%
4	29 < X < 31	Disagree	5	2%
5	X < 29	Totally Disagree	8	4%
Total			202	100%

Source: SPSS 20 Output Result

Based on Figure 03, the trend graph for the Family Environment variable, it can be seen that in the Family Environment variable, respondents tended to answer Strongly Agree with 77 respondents indicating that family support for them is very important for work readiness.

Tabel 04. Frequency Distribution of Trends in Work Readiness Variables

No.	Score range	Category	Frequence	Presentance
1	X > 65	Totally agree	69	34%
2	61 < X < 65	Agree	58	29%
3	58 < X < 61	Netral	29	14%
4	54 < X < 58	Disagree	44	22%
5	X < 54	Totally Disagree	2	1%
Total			202	100%

Source: SPSS 20 Output Result

Based on Figure 04, graph of the trend in the Work Readiness variable, it can be seen that in the Work Readiness variable, respondents tended to answer Strongly Agree with 69 respondents indicating that they strongly agree that they are ready to work after graduating from college.

b. Validity Test

This research uses a validity test to measure how much data is able to reveal something that will be measured validly.

Tabel 05. Validity Test result

Question Items	r count	r tabel	Information
ED 1	0,622	0,138	Valid
ED 2	0,562	0,138	Valid

ED 3	0,519	0,138	Valid
ED 4	0,607	0,138	Valid
ED 5	0,584	0,138	Valid
ED 6	0,513	0,138	Valid
ED 7	0,523	0,138	Valid
ED 8	0,478	0,138	Valid
ED 9	0,539	0,138	Valid
ED 10	0,415	0,138	Valid
LK 1	0,566	0,138	Valid
LK 2	0,528	0,138	Valid
LK 3	0,582	0,138	Valid
LK 4	0,483	0,138	Valid
LK 5	0,586	0,138	Valid
LK 6	0,600	0,138	Valid
LK 7	0,516	0,138	Valid
LK 8	0,612	0,138	Valid
KK 1	0,558	0,138	Valid
KK 2	0,604	0,138	Valid
KK 3	0,526	0,138	Valid
KK 4	0,594	0,138	Valid
KK 5	0,658	0,138	Valid
KK 6	0,649	0,138	Valid
KK 7	0,627	0,138	Valid
KK 8	0,	0,138	Valid

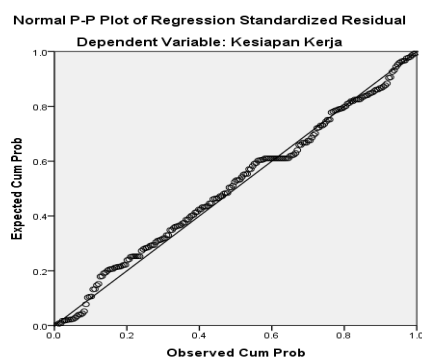
Source : SPSS 20 Output Result

From the table above, it is found that rcount > rtabel at a significant level of 5% ( $\alpha = 0.05$ ) and n: 202. This means that all items in this study are declared valid because rcount is greater than the rtabel value of 0.138, so all items in this statement can be used for further testing.

c. Normality Test

The normality test is used to test whether the data presented for further analysis is normally distributed or not.

Figure 01. Normality test result



Source: SPSS 20 Output Result

Based on the results of the normality test using the P-Plot graphic method, it can be seen that the data is spread around the diagonal line, so it can be concluded that the data tested is normally distributed.

d. T Test

The t test basically shows how much influence an independent variable has on the dependent variable.

Tabel 06. T Test Self Efficacy Variable result Coefficientsa

Model	Unstandardize d Coefficients		Standardize d Coefficient s	t	Sig.
	B	Std. Error	Beta		
(Constant)	25.216	3.640		6.928	.000
Self Efficacy	.849	.081	.595	10.471	.000

a. Dependent Variable: Work Readiness

Tabel 07. T Tesy Family Environment Variable result Coefficientsa

Model	Unstandardize d Coefficients		Standardize d Coefficient s	t	Sig.
	B	Std. Error	Beta		
(Constant)	29.478	3.183		9.261	.000
Family Environment	.952	.089	.601	10.640	.000

a. Dependent Variable: Work Readiness

in table 06. The Self-Efficacy variable (X1) has a calculated t of 10.471 which means it is greater than the t table of 1.972 and a Sig value of 0.000 which means it is smaller than the significance level of 0.05. Thus, the Self-Efficacy variable (X1) has a significant effect on Work Readiness. and in table 07. the Family Environment variable (X2) has a calculated t of 10.640 which means it is greater than the t table of 1.972 and a Sig value of 0.000 which means it is smaller than the significance level of 0.05. Thus, the Family Environment variable (X2) has a significant effect on Work Readiness.

e. Uji f

This F test is used to determine whether there is a joint (simultaneous) influence of the independent variable on the dependent variable.

Tabel 08. Uji f Result ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2318.132	2	1159.066	88.315	.000b
Residual	2611.715	199	13.124		
Total	4929.847	201			

a. Dependent Variable: Work Readiness

b. Predictors: (Constant), Family Environment, Self Efficacy

Based on table 08. F test results (simultaneous), the calculated F value is 88.315, which means it is greater

than F table 3.04 with a significant value of 0.000, which means it is smaller than the significance level of 0.05. Thus, the independent variables Self-Efficacy and Family Environment simultaneously have a positive effect on employee performance variables.

## V. CONCLUSION

1. Self-efficacy has a positive and significant effect on the work readiness of Muhammadiyah University Sorong students. It can be seen in table 06. However, the results of the descriptive analysis show that self-efficacy is in the neutral/moderate category, namely (30%). This means that some students from the class of 2020 still have a moderate/not very confident level of self-efficacy in their own abilities. This is in accordance with the results of short interview observations in the field where self-readiness is not only seen from theory but also from practice in the field. It is this experience in the field that is still lacking

2. The family environment has a positive and significant effect on the work readiness of Muhammadiyah University Sorong students, which can be seen in table 07. However, the results of the descriptive analysis show that the Family Environment is in the very good category, namely 77 respondents (38%). This means that the majority of respondents responded that encouragement from the family environment played a good role in their level of work readiness.

3. Self-efficacy and family environment simultaneously have a positive and significant effect on the work readiness of Muhammadiyah University Sorong students, which can be seen in table 08. These results show that as self-efficacy and family environment increase, the work readiness of students will also increase. By having self-efficacy in students and also getting support from the family environment, students can increase their level of work readiness to face the world of work after they graduate from college.

## Proposition

The University should pay more attention to the level of work readiness of a student, and also pay attention to the learning process so that it has an impact on the level of student self-efficacy. This can be done by collaborating more with agencies that suit the graduate's scientific field. and Families are also expected to increase support and attention in terms of meeting moral and material needs in order to support increased competence in order to create student work readiness.

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