

## CHAPTER I

### INTRODUCTION

#### 1.1 Research Background

In the era of globalization and rapid technological advancement, the job market is becoming increasingly dynamic and competitive. Companies and industries today seek not only candidates with strong academic backgrounds but also individuals equipped with critical thinking, communication, and adaptability skills. However, many university graduates continue to face challenges in securing employment. Data from the Central Bureau of Statistics (BPS) indicates that the Open Unemployment Rate (TPT) for university graduates in August 2023 reached 5.18%, highlighting that job readiness is a crucial factor influencing graduates' competitiveness in the labor market.<sup>1</sup>

The transition from education to the workforce is a critical phase in an individual's life, particularly for final-year students. At this stage, not only are technical skills acquired in college essential, but other supporting competencies are also highly valuable. Students entering the workforce often encounter uncertainty, whether in terms of their ability to adapt or in meeting the ever-changing demands of the job market. Job readiness is essential, as graduates must navigate a professional landscape that requires flexibility, effective communication, critical thinking, and professionalism to successfully manage various challenges.<sup>2</sup> This readiness is important because students are faced with the challenges of the world of work which is now increasingly dynamic, then to demand flexibility, communication skills, critical thinking skills, and a professional attitude in dealing with various situations.

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<sup>1</sup> Badan Pusat Statistik 2023, <https://www.bps.go.id/id/statistics-table/2/MTE3OSMy/tingkat-pengangguran-terbuka-berdasarkan-tingkat-pendidikan.html> view on 04 november 2024

<sup>2</sup> Rachmawati Rachmawati and Wulan Murni Sulianti, "Kesiapan Mahasiswa Tingkat Akhir Menghadapi Dunia Kerja Ditinjau Dari Konsep Diri Dan Kompetensi Yang Dimiliki," *Jurnal Psikovidya*, Vol 22, no 2 (2019) p.190-196.

One of the psychological factors that significantly influence job readiness is self-efficacy, which refers to an individual's belief in their ability to face challenges and complete tasks. Students with high self-efficacy tend to be more confident and proactive in seeking employment. They are generally more adept at handling new situations, taking initiative in the workplace, and persevering through setbacks to achieve their goals. On the other hand, students with low self-efficacy often doubt their abilities, experience higher levels of stress, and tend to avoid difficult situations rather than confronting them.<sup>3</sup>

In addition to self-efficacy, social support also plays a significant role in preparing final-year students for the transition to the working world. This support can come from various sources, such as family, friends, lecturers, or peers. Social support provides emotional comfort, a sense of security, and practical assistance, including valuable information or advice, which helps students navigate the challenges they may encounter in their professional environments.<sup>4</sup>

In the Islamic perspective, social support is referred to as *ta'awun*, which reflects the mutual assistance and cooperation among individuals. This concept emphasizes the importance of social connections rooted in personal responsibility toward others. The Qur'an further categorizes social relationships into three types: the relationship between humans and Allah (*hablumminallah*), the relationship between humans and themselves, and the relationship between humans and others (*hablumminannas*).<sup>5</sup>

The combination of self-efficacy and social support can also be linked to Islamic motivation, which serves as a driving force in a person's actions. Whether working, studying, or engaging in other behaviors, individuals are motivated by the desire to achieve specific goals. This process involves thinking, speaking, and acting, all aimed at fulfilling various human needs or desires. These needs

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<sup>3</sup> Siti Tasya Octa Aeni and Siti Rahmawati, "The Effect of Self-Efficacy on the Work Readiness of Students of the Faculty of Economics and Management, Ipb University," *Judicious: Journal of Management* 04, no. 02 (2023): p.180–87.

<sup>4</sup> Nuraini Maila Ervian and Yuwono Susatyo, "The Relationship Between Social Support and Job Readiness Reviewed from the Work Experience of Javanese Students of Muhammadiyah University of Surakarta," *Journal of Economics and Business* 3, no. 1 (2023): 10–27.

<sup>5</sup> Aliah B. Purwakania Hasan. *Introduction to Islamic Health Psychology* (Jakarta: PT Rajagrafindo Persada, 2008) P.87

encompass biological, economic, psychological, social, self-esteem, and self-realization aspects, which collectively shape human behavior and aspirations.

Motivation arises when there is daily commitment that he often does sincerely, then the results of his efforts and work are given according to the efforts he makes. According to Dowson (2005), the motivational structure of Islam or the Islamic religion is found in the Pillars of Islam and the Pillars of Faith. A Muslim who has implemented the Pillars of Islam and implemented the Pillars of Faith and adheres to the Al-Qur'an and makes it the guide of his life.<sup>6</sup>

In the holy Qur'an, Allah SWT Say;

زَيْنَ لِلنَّاسِ حُبُّ الشَّهَوَاتِ مِنَ النِّسَاءِ وَالْبَنِينَ وَالْقَنَاطِيرِ الْمُقَنْطَرَةِ مِنَ الذَّهَبِ وَالْفِضَّةِ وَالْخَيْلِ الْمُسَوَّمَةِ  
وَالْأَنْعَامِ وَالْخَرْبِ ذَلِكَ مَتَاعُ الْحَيَاةِ الدُّنْيَا وَاللَّهُ عِنْدَهُ حُسْنُ الْمَاَبِ

This means that humans are naturally inclined to desire various worldly pleasures, such as the love of women, children, abundant wealth in the form of gold, silver, prized horses, livestock, and fertile fields. These represent the temporary joys of life in this world. However, with Allah lies the ultimate and excellent return, a far greater and everlasting reward. (Al-imran ;14)<sup>7</sup>

اعْلَمُوا أَنَّمَا الْحَيَاةُ الدُّنْيَا لَعِبٌ وَلَهُوَ وَزِينَةٌ وَتَفَاخُرٌ بَيْنَكُمْ وَتَكَاثُرٌ فِي الْأَمْوَالِ  
وَالْأَوْلَادِ كَمَثَلِ غَيْثٍ أَعْجَبَ الْكُفَّارَ نَبَاتُهُ ثُمَّ يَهِيْجُ فَتَرَاهُ مُصْفَرًّا ثُمَّ يَكُونُ حُطَامًا  
وَفِي الْآخِرَةِ عَذَابٌ شَدِيدٌ وَمَغْفِرَةٌ مِّنَ اللَّهِ وَرِضْوَانٌ وَمَا الْحَيَاةُ الدُّنْيَا إِلَّا مَتَاعُ  
الْعُرُورِ

It means; Know that the life of this world is just a game, carelessness, adornment, and mutual boasting among you and competing for the abundance of wealth and offspring. (The parable is) like rain whose plants amaze the farmers, then they dry up and you see them turn yellow, then they are destroyed. In the

<sup>6</sup> D E Weidner and R R Eley, "Analysis of the Effect," 1996.

<sup>7</sup> Al-Qur'an, Surat al-imran;14.

afterlife there will be harsh punishment and forgiveness from Allah and His pleasure. Worldly life (for those who are heedless) is just deceptive pleasure. (Al-Hadid; 20).<sup>8</sup>

From the translation of God's Word above, this is a trigger for a person's motivation. This is the reason that every human being naturally has the urge to fulfill needs both biologically and psychologically. The translation of the verse above is one that encourages behavior, thinking and acting to achieve a beautiful goal.

Research from Rahmawati and Silanti :The readiness of final-year students to enter the workforce is influenced by several factors, including self-efficacy, social support, and Islamic motivation. Self-efficacy plays a crucial role in boosting students' confidence in facing workplace challenges.<sup>9</sup> Meanwhile, The Research from Sakinah Pokhrel ; social support from family, friends, and academic environments provides encouragement and helps reduce anxiety during the transition to professional life.<sup>10</sup> Additionally, Islamic motivation instills a strong sense of purpose, responsibility, and work ethic in students, encouraging them to approach their careers with integrity and dedication. These three factors are interconnected in shaping students' job readiness.

Self-efficacy, social support, and Islamic motivation collectively play a crucial role in enhancing readiness to enter the world of work. Self-efficacy instills confidence in students to face the challenges of the professional world, while social support from family, friends, and the surrounding environment provides emotional encouragement and valuable information to better prepare them. Meanwhile, Islamic motivation strengthens work readiness by embedding values such as responsibility, honesty, and hard work as part of worship. These three factors complement each other, where students with high self-efficacy, strong social support, and strong Islamic motivation tend to be more confident, highly motivated, and better prepared to transition from academia to the workforce. Thus, the

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<sup>8</sup> Al-Qur'an, Surat al-Hadid;20.

<sup>9</sup> Rachmawati and Sulianti, "Kesiapan Mahasiswa Tingkat Akhir Menghadapi Dunia Kerja Ditinjau Dari Konsep Diri Dan Kompetensi Yang Dimiliki."

<sup>10</sup> Sakinah Pokhrel, "PENGARUH DUKUNGAN SOSIAL TERHADAP KESIAPAN KERJA YANG DIMEDIASI OLEH SELF-EFFICACY PADA MAHASISWA TINGKAT AKHIR DI UNIVERSITAS PENDIDIKAN INDONESIA," *Ayan* 15, no. 1 (2024): 37–48.

combination of these factors significantly contributes to students' readiness to enter the job market.

This research aims to explore these aspects among final-year students at the University of Darussalam Gontor Siman - Ponorogo,. Given the importance of this topic, the author is motivated to conduct a study titled. **ANALYSIS OF SELF EFFICACY, SOCIAL SUPPORT AND ISLAMIC MOTIVATION ON WORK READINESS : CASE STUDY OF FINAL YEARS STUDENTS AT UNIVERSITYOF DARUSSALAM GONTOR.**

### 1.2 Research Question

Based on the background that has been determined, several problems can be formulated as follows;

- 1) How does self-efficacy affect job readiness?
- 2) How does social support affect job readiness?
- 3) How does Islamic motivation affect job readiness?
- 4) How do of self-efficacy, social support, and Islamic motivation to work readiness of final year students simultaneously?

### 1.3 Research Objectives

Based on the formulation of the problem that has been proposed, the purpose and objectives of this research are;

- 1) To analyze the effect of self-efficacy on job readiness
- 2) To analyze the effect of social support on job readiness
- 3) To analyze the influence of Islamic motivation on work readines
- 4) To analyze the influence of self-efficacy, social support, and Islamic motivation on the work readiness of final students simultaneously

### 1.4 Benefits of Research.

- 1) For students: provide insight into the factors that affect job readiness
- 2) For educational institutions: as a reference for skill development and job readiness programs.
- 3) For other researchers: as a reference for further research in the same field