

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *self-efficacy* dan motivasi belajar secara parsial dan simultan terhadap kesiapan kerja. Penelitian ini dilakukan di SMK PGRI 3 Badung yang berlokasi di Jalan Wayan Gebyag No 5 Dalung, Kecamatan Kuta Utara, Kabupaten Badung. Jenis penelitian ini menggunakan metode Kuantitatif dengan pendekatan survei. Metode penelitian pengumpulan data dilakukan dengan menggunakan kuesioner dengan skala Likert 5 poin. Teknik analisis data menggunakan analisis statistik deskriptif, menggunakan Uji Validitas dan Reliabilitas instrumen (Uji Pearson dan Cronbach's Alpha), Uji Asumsi Klasik (Uji Normalitas Kolmogorov-Smirnov, Uji Multikolinearitas, dan Uji Heteroskedastisitas Glejser), serta Analisis Korelasi Parsial, Regresi Linier Berganda, (Uji t dan Uji F signifikan pada $p < 0,05$). Sampel penelitian ditentukan menggunakan teknik *Purposive Sampling*. Populasi siswa kelas XI PH1 dan XI PH4 di SMK PGRI 3 Badung dan sampel sebanyak 67 responden. Subjek penelitian adalah siswa kelas XI Jurusan Perhotelan SMK PGRI 3 Badung. Objek penelitian adalah pengaruh *self-efficacy* dan motivasi belajar terhadap kesiapan kerja. Dari hasil penelitian dapat dilihat bahwa *self-efficacy* berpengaruh positif dan signifikan terhadap kesiapan kerja, motivasi belajar berpengaruh positif signifikan terhadap kesiapan kerja, dan *self-efficacy* dan motivasi belajar secara simultan berpengaruh signifikan terhadap kesiapan kerja. Koefisien determinasi ($\text{Adjusted } R^2$) sebesar 0,653 menunjukkan bahwa 65,3% variasi kesiapan kerja dapat dijelaskan oleh *self-efficacy* dan motivasi belajar. Keterbatasan penelitian meliputi ruang lingkup yang terbatas pada satu SMK dan periode waktu tertentu. Saran yang dapat diberikan peneliti adalah pihak SMK PGRI 3 Badung membimbing siswa agar mengikuti pembelajaran dengan baik, serta memberikan program *training* di hotel, memberikan suasana belajar yang menyenangkan dan memberikan materi pembelajaran sesuai kebutuhan siswa. Saran yang dapat diberikan bagi sekolah, bagi pendidik, bagi siswa, bagi industri perhotelan, bagi peneliti selanjutnya.

Kata Kunci: *Self-Efficacy*, Motivasi Belajar, Kesiapan Kerja

ABSTRACT

This study aims to determine the partial and simultaneous influence of self-efficacy and learning motivation on work readiness. This research was conducted at SMK PGRI 3 Badung, located at Jalan Wayan Gebyag No. 5 Dalung, Kuta Utara District, Badung Regency. This type of research uses a quantitative method with a survey approach. The data collection research method was carried out using a questionnaire with a 5-point Likert scale. The data analysis technique used descriptive statistical analysis, employing instrument validity and reliability tests (Pearson's test and Cronbach's Alpha test), classical assumption tests (Kolmogorov-Smirnov normality test, multicollinearity test, and Glejser's heteroscedasticity test), as well as partial correlation analysis and multiple linear regression (t-test and F-test significant at $p < 0.05$). The research sample was determined using the purposive sampling technique. The study involved a population of 11th-grade students from PH1 and PH4 classes at SMK PGRI 3 Badung, along with a sample of 67 respondents. The research subjects are students in class XI of the Hospitality Department at SMK PGRI 3 Badung. The research object is the influence of self-efficacy and learning motivation on work readiness. From the research results, it can be seen that self-efficacy has a positive and significant effect on work readiness, learning motivation has a positive and significant effect on work readiness, and self-efficacy and learning motivation simultaneously have a significant effect on work readiness. The coefficient of determination (Adjusted R^2) of 0.653 indicates that 65.3% of the variation in work readiness can be explained by self-efficacy and learning motivation. The limitations of the study include its limited scope to a single vocational high school and a specific time period. The advice that can be given to the researcher is for SMK PGRI 3 Badung to guide students to follow learning well, provide hotel training programs, create a pleasant learning atmosphere, and provide learning materials according to students' needs. Advice that can be given to the school, educators, students, the hotel industry, and future researchers.

Keywords: Self-Efficacy, Learning Motivation, Work Readiness