

## ABSTRAK

**PENGARUH KETERAMPILAN DASAR, BERPIKIR KRITIS,  
MANAJEMEN DIRI DAN KEWIRAUSAHAAN TERHADAP  
KEBERHASILAN TRANSISI KE DUNIA INDUSTRI  
MELALUI KESIAPAN KERJA PADA LULUSAN  
SMK NEGERI 2 BANDAR LAMPUNG  
(Studi Kasus pada SMK Negeri 2 Bandar Lampung)**

Oleh

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Penelitian ini bertujuan untuk menganalisis pengaruh *employability skills* terhadap keberhasilan transisi ke dunia industri melalui kesiapan kerja pada lulusan SMK Negeri 2 Bandar Lampung. Fenomena tingginya tingkat pengangguran lulusan SMK menunjukkan bahwa keberhasilan transisi dari sekolah ke dunia kerja masih menjadi tantangan utama dalam sistem pendidikan vokasi di Indonesia. Penelitian ini berlandaskan pada *Human Capital Theory* (Becker, 1964) dan *Schlossberg's 4S Transition Model* (*situation, self, support, strategies*), yang bersama-sama menjelaskan bagaimana pendidikan di sekolah, keterampilan individu, dukungan sekolah serta kesiapan kerja membentuk keberhasilan karier awal lulusan. Metode penelitian menggunakan pendekatan kuantitatif dengan teknik *Partial Least Squares Structural Equation Modeling* (PLS-SEM). Data diperoleh dari 100 responden alumni SMK Negeri 2 Bandar Lampung (tahun lulus 2022 - 2024) yang telah bekerja minimal satu tahun.

Analisis menunjukkan bahwa keterampilan dasar, manajemen diri, dan kewirausahaan berpengaruh positif signifikan terhadap kesiapan kerja dan keberhasilan transisi. Keterampilan berpikir kritis tidak berpengaruh langsung terhadap transisi ( $\beta = 0,039$ ;  $p = 0,306$ ), namun berpengaruh signifikan tidak langsung melalui kesiapan kerja ( $\beta = 0,081$ ;  $p < 0,01$ ). Di sisi lain, keterampilan kewirausahaan menunjukkan pengaruh paling kuat baik langsung ( $\beta = 0,371$ ;  $p = 0,000$ ) maupun tidak langsung ( $\beta = 0,158$ ;  $p = 0,000$ ), menjadikannya determinan utama keberhasilan transisi. Kesiapan kerja terbukti sebagai variabel mediasi strategis yang menjembatani pengaruh *employability skills* terhadap hasil transisi dengan kontribusi penjelasan model sebesar  $R^2 = 0,71$ . Temuan ini memperkuat pandangan bahwa keberhasilan transisi tidak hanya ditentukan oleh kemampuan teknis, tetapi juga oleh kesiapan psikologis dan karakter adaptif yang dibentuk oleh lingkungan sekolah dan pengalaman belajar. Oleh karena itu, integrasi penguatan kewirausahaan dan asesmen kesiapan kerja dalam kurikulum vokasi menjadi strategi penting untuk meningkatkan daya saing lulusan SMK di era industri 4.0.

**Kata Kunci:** *Employability Skills*, Kesiapan Kerja, Transisi Sekolah ke Industri, Pendidikan Vokasi, *4S Transition Model*.

## **ABSTRACT**

# **THE INFLUENCE OF BASIC SKILLS, CRITICAL THINKING, SELF-MANAGEMENT AND ENTREPRENEURSHIP ON THE SUCCESSFUL TRANSITION TO THE INDUSTRY THROUGH WORK READINESS OF GRADUATES OF SMK NEGERI 2 BANDAR LAMPUNG (Case Study at SMK Negeri 2 Bandar Lampung)**

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*This study aims to examine the effect of employability skills on school-to-work transition success through work readiness among graduates of SMK Negeri 2 Bandar Lampung. The persistently high unemployment rate among vocational graduates highlights the ongoing challenge of ensuring a successful transition from school to employment in Indonesia's vocational education system. Grounded in Human Capital Theory (Becker, 1964) and Schlossberg's 4S Transition Model (situation, self, support, strategies), this research investigates how education in schools, individual competencies, institutional support, and work readiness collectively shape career success among vocational graduates. Using a quantitative approach with Partial Least Squares Structural Equation Modeling (PLS-SEM), data were collected from 100 vocational graduates (class of 2022–2024) who had been employed for at least one year.*

*The findings reveal that basic skills, self-management, and entrepreneurial skills significantly improve both work readiness and transition success. Critical thinking skills show no direct effect on transition success ( $\beta = 0.039$ ;  $p = 0.306$ ) but have a significant indirect effect through work readiness ( $\beta = 0.081$ ;  $p < 0.01$ ). Notably, entrepreneurial skills emerge as the most influential determinant, with both strong direct ( $\beta = 0.371$ ;  $p = 0.000$ ) and indirect ( $\beta = 0.158$ ;  $p = 0.000$ ) effects on transition outcomes. Work readiness acts as a key mediating construct, bridging employability skills and transition success, explaining 71% of the variance ( $R^2 = 0.71$ ). These results underscore that successful school-to-work transition depends not only on technical competence but also on adaptive, behavioral, and psychological readiness cultivated through vocational education. The study offers theoretical and practical contributions by integrating entrepreneurial skill development and readiness assessment into vocational curricula as strategic interventions to strengthen the employability and competitiveness of Indonesia's vocational graduates in the era of Industry 4.0.*

**Keywords:** *Employability Skills, Work Readiness, School-to-Work Transition, Vocational Education, 4S Transition Model.*