The Relationship Between Confidence And Working Readiness Of Students In The City Of Padang

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A R T I C L E I N F O	ABSTRACT
	This study aims to see whether there is a relationship between self-confidence and working readiness in final year students majoring in jinayah and siyasa, sharia faculty, State Islamic Institute (IAIN) Imam Bonjol Padang. The population in this study were final year students who were taking thesis courses totaling 50 people. The sampling technique used in this study is purposive sampling, namely the purpose of the sample is to take the subject not based on strata, random but based on a specific purpose. The measuring instrument used is the self-confidence scale and the work readiness scale. The data analysis method used to test the hypothesis in this study is to use product moment (person) correlation, which shows that there is a significant relationship between self-confidence and working readiness, meaning that the higher the self-confidence, the higher the working readiness of final year students majoring. jinayah and siyasa of IAIN Imam Bonjol Padang. It means that the research hypothesis is accepted.
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1. Introduction

Development is a matter of making progress and change as well as providing opportunities and hope for many people. With so many developments being established, there will be more opportunities in the world of work or business. This will improve the economy for people's lives for a better life. But, in reality the development that is closely related to the economy is currently declining globally such as the lack of job opportunities and the education sector also needs improvements to increase its competence so that it is ready to compete in the world of work and can reduce the unemployment rate in Indonesia.

The era of global competition faced today demands quality human resources to be ready to become professional workers in their fields. In this regard, one of the steps to prepare quality human resources is through the education process. Education plays an important role to improve the quality of human resources. In this case, education development actors continue to strive to improve the quality of education in Indonesia to increase competitiveness in the labor market by adjusting education development itself (Erfelina & Ediati, 2017).

One of the factors that can affect students' work readiness is the students' perception of job opportunities or opportunities for them (Audet, 2012). Seeing the quality of human resources where a good human resource must have a perception of job opportunities to see job opportunities in order to have sufficient work readiness in a company or organization. Idris, Syaparuddin, & Hodijah (2014) which state that job opportunities include jobs that have been occupied (employment) and are still vacant (vacancy). For example from private companies or state-owned enterprises and departments

government department. The existence of this need means that there are job opportunities for unemployed people.

According to Varadhila (2016), Each student's perception of the job opportunities they will get is different. They perceive the opportunity to get a job according to what they have observed and what they have learned. The process of perception of the opportunity to get a job takes place before the time students take education high school . The process begins when students gain knowledge, experience, or information about job opportunities and the number of job seekers. Students interpret the opportunity to get a job with a variety of opinions as well. Another factor that also supports student work readiness is self-confidence. One of the internal conditions that affect individual work readiness is self-confidence, to be ready to enter the world of work requires good self-confidence in students. Students who succeed in knowing their abilities will feel confident that they can get a job. This depends on the individual's positive impression of himself. The more capable a person is to give a positive impression of his abilities, the greater the opportunity to get a job (Utami and Hudainah, 2013). Pratiwi & Laksmiwati (2016) state that self-confidence is a person's belief in everything that is an aspect of his strengths and that belief makes him feel able to achieve various life goals and can adapt to his environment. Individuals who are at a high level of self-confidence, are able to apply positive thoughts in their life himself to be able to manage all the necessities of life

The results of the researcher's initial interview with five final year students at the Padang Islamic State Institute (IAIN) campus, Jinayah Siyasah Department, Sharia Faculty, on Tuesday, March 29, 2016 about their readiness to face the world of work after graduation. something that must be faced after graduation, even though in today's job opportunities are very narrow, competition is very tight, especially nowadays where there are so many graduates from bachelor's degrees sometimes fear arises, afraid that later we will become unemployed.

According to Diah Baiti, Abdullah, & Rochwidowati (2017); Stevani & Yulhendri (2014) work readiness is a condition that shows a person is ready to use his energy and abilities in carrying out something. Readiness is a point of maturity to be able to accept and practice certain behaviors. Such behavior cannot be possessed before this period is passed even though through intensive and quality training. So work readiness is a condition that shows a person is ready to use his energy and abilities in carrying out something (Agusta, 2014; Auliya, 2020).

Confidence in language according to Pratiwi & Laksmiwati (2016) is to believe in the capacity of one's own abilities and is seen as a positive personality. This opinion shows that a confident person has the belief to succeed. Self-confidence is a belief in a person to be able to handle things calmly. Self-confidence is a belief in oneself in the form of feelings and assumptions that he is in good condition so that it allows individuals to appear and behave with confidence (Aquino, Esportuno, Galang, & Gomez, 2018)

Literature Study, Working readiness or also called work competence is the work ability of each individual which includes aspects of knowledge, skills, and work attitudes in accordance with established standards. Meanwhile, according to Emsza, Eliyana, & Istyarini (2016); Ganing, Utami, & Hudaniah (2013), Working Readiness is the overall condition individual which includes physical, mental and experience maturity as well as the willingness and ability to carry out a job or activity in accordance with their field of expertise (Sulastiana & Sulistiobudi, 2017;Desai & Ramisetty-Mikler, 2017; Li & Li Goh, 2011). Based on the description above, the researcher can conclude that working readiness is an individual condition, that the individual already has the ability, knowledge and skills and is ready to use energy and abilities in the world of work.

Dimensions of Working readiness

According to Anggraeni (2013), the dimensions and indicators of working readiness are: Have logical Concerning how individuals adapt to the environment, have good judgment in learning activities, are able to make good decisions and are able to understand the procedures for the tasks given. Have the ability to work together, Regarding how the individual works with teammates, cooperates with the school and the industry. Have a critical attitude, Regarding how he communicates well, has high self-confidence, how he contributes to learning activities.

Responsible, regarding how he is able to complete the given task, has the initiative in making decisions, has peace of mind in taking risks, has a high commitment to the school, has a high commitment to the company and is able to commit to a healthy learning environment. Ambition to move forward, Concerning the hard ability to complete tasks and work, not feeling satisfied quickly in completing the given task, and being oriented to learning goals.

Factors that affect work readiness, According to Auliya (2020), Working readiness is a condition that shows a person is ready to use his energy and abilities in carrying out something, there are three factors that affect work readiness, namely, Maturity level: Maturity level is a state or time in the development of physical or mental functioning to achieve perfect development in the sense of being ready to use. The level of maturity is much influenced by the age and physical condition of a person. Required experiences: Experience is one of the determinants of working readiness. In order to create a person's readiness for a job, it can be planned through the experience given to that person. A harmonious mental and emotional state is a condition that includes a critical attitude, having objective logical considerations, being mature and controlled emotions.

Confidence, Self-confidence is belief in one's own ability to do something you want and feel satisfied with yourself, self-confidence is an achievement that results from the process of education and experience. Meanwhile, Pratiwi & Laksmiwati (2016) explains that self-confidence is an individual's belief in the components possessed so that the individual concerned is not anxious to act, feels free, is not ashamed and survives while being able to take responsibility for his work. According to Caprara, Vecchione, Alessandri, Gerbino, & Barbaranelli (2011), self-confidence is something that must be owned by everyone, self-confidence includes things that can affect individual development in carrying out daily tasks and in interpersonal relationships.

Based on the opinion above, it can be concluded that self-confidence is believing in one's abilities, always thinking positively about oneself and being able to recognize one's own strengths and weaknesses. in accordance with the wishes and responsibility for the actions taken. Factors Affecting Individual Confidence: Self concept, Pride, Experience, Education, Aspects of Confidence According to Hidayati & Savira (2021) people who have positive self-confidence are as follows: Self confidence Self-efficacy belief is a person's positive attitude about himself. He is truly capable of what he does, Optimism is a positive attitude that is owned by someone who always looks good in dealing with everything about himself and his abilities, People who view problems or things according to the proper truth, not according to personal truth or according to themselves., Responsibility is the willingness of people to bear everything that has become a consequence. Rational and realistic is an analysis of a problem, a thing and an event by using thoughts that are acceptable to reason and in accordance with reality.

2. Method

The method in this study uses quantitative methods. As for the variables used in this study are as follows Variable independent   : Confidence , and Variable dependent : Working readiness . The scale used on the self-confidence scale and the work readiness scale is a Likert scale model which has been modified into four alternative answers and the items on this scale are grouped into items. favorite and unfavorable. The form of the scale used to measure self-confidence and working readiness uses four alternative answers, namely, SS (Strongly Agree), S (Agree), TS (Disagree) and STS (Strongly Disagree). The population in this study were final year students of the Department of Jinayah Siyasah, Faculty of Sharia, State Islamic Institute (IAIN) Padang. The total population in this study was 50 people . The sampling technique in this study used the Purposive Sampling where sampling is carried out only on the basis of the consideration of the researcher who considers the desired elements already exist in the members of the sample taken (Azwar, 2013). The criteria in this study are final year students who are taking thesis courses. Based on the sample criteria above, the number of students sampled is 50 people.

Data Processing Techniques

The item discrimination power test is done by calculating the correlation coefficient between the item score distribution and the scale score distribution itself. The correct correlation formula for scales in which each item is scored at the interval level is to use the correlation coefficient formula product-moment Pearson (Azwar, 2012). Data analysis technique using correlation product-moment from Pearson which was carried out using the SPSS version 21.0 computer program for windows.
Trial of Research Measurement Tools

The validity used in this study is content validity (content validity) to determine whether or not a measuring instrument is valid and construct validity. Before testing, content validity is enforced in the review step and revision of statement items based on professional opinions. (professional judgment) reviewers (Azwar, 2013). Construct validity is the validity that shows the extent to which a test measures the theoretical construct. As an item selection criterion based on the correlation of total item selection, the limit rix 0.30 is usually used (Azwar, 2013). All items that achieve a correlation coefficient of at least 0.30 discriminatory power are considered satisfactory (Azwar, 2013). Items that have a price of less than 0.30 can be interpreted as items that have low discriminatory power and this limitation is a convention (Azwar, 2013)

3. Result and Discussion

3.1 Research scene orientation
The researcher first conducted a field orientation before carrying out the research. The aim was to find out the location and situation of the research. The researcher conducted a survey to the academic section of the Sharia Faculty of the State Islamic Institute (IAIN) Imam Bonjol Padang. IAIN Imam Bonjol Padang address Jalan M Yunus Lubuk Lintah, Padang, West Sumatra Province, was established in 1966. IAIN Imam Bonjol Padang is one of 14 IAINs in Indonesia, has five faculties in Padang, and is working to become an excellent educational institution in implementing the tridharma of higher education, especially in the field of Islamic sciences. .

3.2 Normality test
Normality test is used to determine whether the data population is normally distributed or not. The normality test in this study uses the analytical test *One Sample Kolmogorov-Smirnov* by using a significance level of 0.05 (Priyatno, 2008). Based on the results of data processing using the program *SPSS* version 21.0 *for windows* , then the following results are obtained:

Table 2.
SELF CONFIDENCE NORMALITY TEST WITH WORK READINESS

Variable	N	KSZ	P	scatter
Confidence	50	0, 596	0, 870	Normal
Working readiness	50	0, 701	0, 709	Normal

Based on the results obtained a significance value on the Self-Confidence scale of p = 0.870 with KSZ = 0.596. These results indicate that the p value> 0.05, meaning that the distribution of the Confidence scale is normally distributed, while for the Work Readiness scale, a significance value of p = 0.709 is obtained with KSZ = 0.701, these results indicate that the p value> 0.05, meaning that the distribution of the Work Readiness scale is normally distributed.

3.3 Linearity Test
The linearity test aims to determine whether two variables have a linear or insignificant relationship by using *Test for Linearity* at a significance level of 0.05. Two variables are said to have a linear relationship if the significance (*linearity*) is less than 0.05 (Priyatno, 2008). Based on the results of data processing using the program *SPSS* version 21.0 *for windows* , then the following results are obtained:

Table 2.
SELF CONFIDENCE SCALE LINEARITY TEST WITH WORKING READINESS

N	df	Mean Square	F	Sig
50	1	113,264	4,245	0.049

Obtained the value of F = 4,245 with a significance of p = 0.000 (p

3.4 Hypothesis testing

Processing research data on the relationship between Self-Confidence and Work Readiness to 50 students of IAIN Imam Bonjol Padang who are taking thesis courses using statistical tests *Pearson Product Moment* with the help of SPSS 21.0 *for windows* . Correlation test calculation results *Product Moment (Pearson)* with the help of SPSS 21.0 *for windows* can be seen in the following table:

Table 3 .
CORRELATION TEST RESULTS BETWEEN SELF-CONFIDENCE AND WORK READINESS

Correlation Value (r)	(α)	R Square	P	Conclusion
0, ,291	0.005	0, 085	0.000	*sig* (2 -*tailed*) 0.000 *level of significant* (α), means that the hypothesis is accepted

Based on the results of the correlation test above, there is a significant correlation with a positive direction between Self-Confidence and Work Readiness, which is 0.291 (Nugroho, 2005). The positive direction means that the higher the Self-Confidence, the higher the Work Readiness. Confidence, the lower the Work Readiness. This is reinforced by the results of the significance test with the help of *SPSS* version 21.0 *for windows* . Get *p-value* on column *Sig* (2- *tailed*) 0.000 *level of significant* (α), where according to Nugroho (2005) the hypothesis is accepted, meaning that there is a positive correlation between Self-Confidence and Work Readiness in final year students of IAIN Imam Bonjol Padang.

3.5 Overview of Research Variables

Table 4 .
CATEGORY CONFIDENCE WITH WORK READINESS

Variabel	Score	Total	Percentage (%)	Category
Confidence	X<97	7	14 %	Low
	97-113	32	64 %	Middle
	X>113	11	22 %	High
Working readiness	X<70	4	8 %	Low
	70-81	38	76 %	Middle
	X>81	8	16 %	High

Based on the table on can be obtained a picture of Confidence in Final Level Students of the Jinayah and Siyayah Department of IAIN Padang mostly in the medium category, which is 64%, Confidence in final year students majoring in jinayah and siyasa IAIN Imam Bonjol Padang in category low by 14% and Confidence in Final Level Students majoring in jinayah and siyasa IAIN Imam Bonjol in category high by 22%, while for the variable Working readiness obtained an illustration that most are in the medium category, which is 76%, final year students majoring in jinayah and siyasa have Work Readiness low at 8%, and final year students majoring in jinayah and siyasa who are classified as having high Work Readiness by 16%.

3.6 Effective Donation

KP   = r² x 100%

= 0.291 ² x 100%

= 8%

Information:

KP   : Value of Determinant Coefficient

r   : Correlation coefficient value

Based on this formula, it can be determined that the contribution of Confidence to Work Readiness is 8% and 92% is determined by other factors such as self-concept, self-esteem, experience and education Ghufron (2010). Based on the results of the correlation test *Product Moment (Pearson)* done with help *SPSS* version 21.0 *for windows* , where *level of significant* (α) 0.05 and obtained p = 0.049 and the correlation coefficient (r) = 0.291. This also shows that the hypothesis is accepted where the direction of the relationship is positive, meaning that the higher the self-confidence, the higher the working readiness. Vice versa, the lower the self-confidence, the lower the work readiness.

4. Conclusion

Based on the results of the research variables, it can be seen that the self-confidence of final year students of the Jinayah and Siyasah Department of IAIN Padang is mostly in the medium category, which is 64%, Confidence in final year students majoring in jinayah and siyasa IAIN Imam Bonjol Padang in category low by 14% and Confidence in Final Level Students majoring in jinayah and siyasa IAIN Imam Bonjol in category high by 22%, while for the variable Working readiness it can be seen that most of them are in the medium category, which is 76%, final year students of the Jinayah and Siyasah Department have good working readiness low by 8%, and final year students of the Jinayah and Siyasah Departments who are classified as having high work readiness by 16%. The effective contribution of the Confidence variable with Work Readiness is 8% and 92% is determined by other factors such as self-concept, self-esteem, experience and education.

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