



## The Influence of Soft Skills, Internship Experience and Work Interest on The Work Readiness of Sharia Banking Students

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Article Info	Abstract
<p><b>Article history:</b> Received June 11, 2024 Revised July 01, 2024 Accepted August 29, 2024</p> <hr/> <p>*Corresponding author email: <a href="mailto:pwdya19@gmail.com">pwdya19@gmail.com</a></p>	<p>This research is motivated by differences in students' work readiness levels which are influenced by soft skills, internship experience and work interests from two different universities and of course there is a gap in the quality of graduates who are ready to enter the world of work. As well as the existence of inconsistent results from previous research which of course requires further research in order to obtain credible and more consistent research results. This research uses a quantitative method with a comparative descriptive approach with data collection techniques through questionnaires. Partial research results show that there are differences in the influence of soft skills, internship experience and work interest on work readiness between Sharia Banking students at IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020 with the results of comparing the influence of soft skills and work interest for Sharia Banking study program students at UIN Malang higher compared to students of the Sharia Banking study program at IAIN Ponorogo. Meanwhile, the comparison of the influence of internship experience on work readiness of IAIN Ponorogo students is higher than that of UIN Malang Class of 2020. Meanwhile, the research results simultaneously show that students of the Sharia Banking study program at UIN Malang Class of 2020 have a higher level of work readiness which is influenced by soft skills, internship experience and work interest. higher compared to students of the Sharia Banking study program at IAIN Ponorogo Class of 2020.</p>
<p><b>Keywords:</b> Soft Skills, Internship Experience, Job Interest, Job Readiness</p>	

## INTRODUCTION

College is institution education as a means for preserving, developing, disseminating and exploring knowledge, technology and art (Mulyadi, 2003). College's role in producing source Power performing human strength, superior, and oriented into the future exceeds level education previously. Therefore that's college tall expected capable produce power qualified work high, so graduate of college tall can fulfill need will power Work capable professional compete. Starting now, one student should be ready to enter the world of work. Readiness is very important for provision students to enter the world of work.

Readiness work based on tailored experience with demands of the world of work as well as combination maturity physical and mental are ability student for direct enter the world of work after graduating without need time long adjustment. Students must ready enter the world of work Because expected own appropriate competency with field his studies before graduating from college. This matter covers ability for advanced knowledge and abilities as means for facing an increasingly busy world of work competitively (Wijikapindho & Hadi, 2021).

Based on data from the Central Statistics Agency (BPS), the number of unemployment open according to education in Indonesia from 2019-2022 is as follows; unemployment open at college is 855,854 in February 2019 and 746,354 in August of the same year. It increased again in February 2020 it reached 824,912 people and occurred again in August 2020 it reached 981,203 people. After that it rose to 999,543 people in February 2021 down to 848,657 people in August 2021. Then happen increase Again as many as 884,769 people in February 2022 (*Pengangguran Terbuka Menurut Pendidikan Tertinggi Yang Ditamatkan - Tabel Statistik - Badan Pusat Statistik Indonesia*, n.d.).

Based on the facts above exist enhancement almost every year in unemployment open at college. Apart from the lack of competent knowledge, the high number of unemployed graduates of college in Indonesia is also caused by a lack of readiness for students to enter the world of work. In a state here, candidate power workers need to equip themselves with required skills in the world of work. Student said own readiness work if have pattern think critical, ability effective communication, responsibility answer, will for go ahead and follow developments in the field, as well quality other. Companies look at people who are ready to work as valuable because they will have the skills and information required to face challenges of the era of globalization (Moekijat, 1995).

Soft skills is one of defining characteristic readiness work, according to Muri Yusuf A. Soft skills is ability or skills that can be utilized by somebody with the Creator, within a group or community, as well as For self alone. Example the skills in question are ability communication (*public speaking*), leadership, *professionalism*, cooperation, creativity, and thinking critical (A Yusuf, 2010). The more soft skills possessed by individuals so will the higher the level of readiness it works and so does it on the contrary.

Based on NACE (*National Association of Colleges and Employers*) research in 2002 stated that generally companies need soft skills by 80% and the remaining 20% is hard skills. Even adult HR practitioners This start leave hard skills approach, they principled that it's useless If own good hard skills but aspect soft skills such as team work, communication as well as his interpersonal relationship bad. That matter shows that hard skills are a factor important in work , however success in work is more determined by his soft skills (Elfindri, 2011).

Study program Sharia Banking provides students with what they need to fulfill demands of the global economy and success in the world of work . This matter covers talent academic and interpersonal and management skills self. Students are given a chance to develop soft skills, including activity groups and individuals to grow attitude cooperation , honesty , discipline , and responsibility answers as well as serve results discussion groups for practice skills communication , and so on . In fact , system activity study teaches students to prioritize student participation in discussion and attendance lectures (Deswarta et al., 2023).

Based on findings pre-research on study program students IAIN Ponorogo Sharia Banking, Rian Aditya stated that he does not have enough ability to speak up front competent generals, remembering He will interact with many people in the banking industry. He also mentioned that he is not yet disciplined, difficulty arranging time, and difficult to adapt himself with new (Interview, 2023). Therefore, one student must prepare soft skills, especially public speaking optimally. However, readiness from facet soft skills actually is the main capital needed for graduates to get it compete and survive in the world of work for a long time. Characteristic features the above are very important and mandatory owned by all power workers, especially those who will be working at a sharia bank.

Apart from that, experience apprenticeship is another influencing component in preparing students to enter the world of work. According to Hamalik, experience is information or mastered abilities somebody as results study , fine intentional or no intentional. Experience outline can be classified into two categories namely the first experience directly, which is obtained through observations and activities in a way directly , and secondly experience replacement obtained through images , visuals, words, and symbols (Oemar, 2011). This matter is intended for students to obtain competence certain like level knowledge, skills, and ethos fulfilling work demands of the world of work through apprenticeship. Apart from that, experience Work will be recognized and appreciated as an integral part of the educational process.

As done by a number of students, especially student Sharia Banking UIN Maulana Malik Ibrahim Malang and Sharia Banking IAIN Ponorogo who received formal education at the bench lectures, then do activity internship which is one form maintenance education significant skills that include a mastery program skills comprehensive and integrated major obtained through activity work directly in the field, and deal must achieved between people or responsible organization answer each one stages of the implementation process , start from planning and implementation until assessment and certification. Experienced apprenticeship works as a map road for entering the world of work.

Evaluation apprenticeship can be seen from component knowledge, skills, and attitudes apprenticeship can be observed in the assessment process. To prepare students for entering the world of work, internship programs become important because they give possible experience introducing students to the world of work and practice work that can be done to increase creativity and productivity (Dalimunthe et al., 2023).

Based on findings beginning pre study towards Diyan Lestari, a study program student Sharia Banking IAIN Ponorogo, internship period taking place during one month, where during That He involved in all over activities and education offered. Interns and sectors related of course own interconnectedness, however matter This No ensure that participant apprenticeship will quick join with the world of work or Ready For work ( Interview, 2023).

Statement from pre-reviewed research by one student also stated that theory about Sharia banking that has been studied during This No fully applied to experience internship in the real world many students aren't ready to compete with other workers for a job at sharia bank. The reason is, internships are only carried out in the final semester and ongoing during one month. Students assess their internship period live it too short or not give enough time for obtaining information, expertise, or special things related with sharia banking. Anyway, internships help students prepare themselves to plunge into the world of work after they graduate from college.

Maturity physical and mental as well experience customized learning with demands of the world of work is component important from readiness student facing the world of work, so possible they for start work quick after graduation and avoid a long on-site adaptation period work (Ismiarif & Hasanah, 2023). Getting an internship in banking is one of the approaches for preparing to enter the world of work. Student need prepared for enter the world of work because for can graduate from college, they are must own appropriate competency with field his studies, incl ability for increase knowledge and abilities as tool for overcome challenge increasingly competitive world of work strict.

Additionally, when somebody like what are they do, they feel that matter That has become part from life they are and will be do all power they for reach objective company. It means successful, profitable individuals and companies. Although a student completes an internship program no means they Ready enter the world of work. If a student Islamic banking itself is not yet ready to work in a sharia bank, I'm worried about source power humans who have "impromptu" abilities and skills, namely those who study sharia law in a short time and limited believed will become majority source Power human beings employed by sharia banks. Temporary students who come from the study program Islamic banking are equipped with maximum knowledge about Syariah banking.

Apart from soft skills and experience internship, interest work is another possible factor that influences readiness. Strong interest in something matters is a large amount of capital to achieve and obtain objects or goals of interest the (Ismaulina, 2023). Interest in work is the desire for somebody to do something to obtain rewards to fulfill his needs (Anoraga, 2009). With interests you have, somebody will make it feel ready with work to be faced. Able

and willing to take action is an aspect more carry on from readiness. However, not everyone catches up on his career in accordance with his interest.

One of the results of the interview pre-study to student Sharia Banking at UIN Maulana Malik Ibrahim Malang Class of 2020, namely Riska Febrianti states that what she learns in lectures is the initial capital for working at a sharia bank. Of course just there is reason a must addition prepared for working in a sharia bank, so someone should too own ability adequate soft skills from field other. He alone own interest and personal desire for work at Sharia Bank, which is the reason she is majoring in Syariah banking. Another opinion from student Sharia Banking UIN Malang, Ahmad Nurfaizin states that although He is interested in working at a sharia bank, he no too enjoy activity related work with work the because according to him the learning he received not yet covers all necessary things. For support activity operational banking. An opinion from Naufan Adani who is also a student at UIN Malang Sharia Banking said that he was very interested and happy to follow Syariah banking. He certainly still needs lots of experience because the knowledge he has Still nature theoretical. He even Certain with soft skills, such as public speaking, for support If later he career in sharia banking. An opinion from Putri Gita, a student of Sharia Banking IAIN Ponorogo states ready work at a Sharia Bank if there are vacancies, and feel own knowledge as well as interested work there. Then, according to student Rian Aditya, Sharia Banking IAIN Ponorogo, stated that he had no interest and feeling no own talent for working at a sharia bank.

Based on findings, an interview writer with a number of students of the Sharia Banking Study Program at IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang, then concluded that one factor affecting readiness Work student banking is interest or desire they For working in industry banking. Because student own interest with background different backgrounds, and abilities soft skills related with knowledge and understanding obtained sharia banking during the study period and experience required internship for support readiness enter the world of work.

Author's reasons for do the comparison at IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang is due to second campus the is State Islamic Religious Universities in East Java and both have a study program Sharia banking which also provides eye studying Sharia Bank Practicum / Internship to his students. Whereas the second campus is located at the campus level and accreditation and study program. IAIN Ponorogo owns accreditation campus B while UIN Maulana Malik Ibrahim Malang has accreditation campus A. Then the IAIN Ponorogo Banking Study Program has B accreditation while the Sharia Banking Study Program at UIN Maulana Malik Ibrahim Malang has accreditation A. This naturally can become gaps and differences in quality graduates who have readiness, good work and ready plunge in this world Work after graduating from the study program Sharia banking in the future.

Remembering reality social, that part is a big searcher: work not enough of its own adequate preparation for entering the world of work, especially if not supported by capabilities, soft skills, and experience as well as a strong desire. Just rely on luck and close kinship. In researching this, the writer chose the class of 2020 as subject study. Can assume that the student class of 2020 already Lots know and understand about Islamic banking,

remembering they now have entered the final semester and will immediately graduate from the study program Syariah banking. However, This shows that the student sharia banking class of 2020 still Not yet believe self with knowledge and skills in the field Syariah Banking .

Based on study from Andi and Ikhsan Mustari stated that experience, internships and interests Work own influence positively and significantly to readiness work (Muhammad & Mustari, 2021). According to Yunni Fajriyanti et al. own statement that *soft skills* and motivation Work influential in a way simultaneous to readiness Work (Haroen., 2023). Whereas Rifa'atul Azizah stated that soft skills are not influential in a way significant to readiness Work students and motivation enter the world of work influential in a way significant to readiness Work student (Azizah, 2020). Nita Seftia also stated that interest No influential significant to readiness work and *soft skills* influential significant to readiness Work (Seftia, 2023).

Seen that study previously give inconsistent results about influencing soft skills, experience internships and interests work to readiness work students. Need exists to study more to influence soft skills, experience internships and interests work to prepare students with different populations and as well add studies comparing or comparing between the two campuses differently to get results credible research and more consistent Again.

Based on problems and results study previous regarding readiness student Islamic banking for plunge to world work still spelled out low and felt need for researched return with analyze related studies comparison influence soft skills, experience internships and interests Work to readiness Work between student study program sharia banking IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020.

## **METHOD**

According to the type of data used in the research This namely primary data from results distributed questionnaires to respondents so study This use study quantitative with approach descriptive comparative. Study quantitative is a method used for test theories certain with research connection between variables. Variables are measured (usually with instrument research) so that the data consists of numbers that can be analyzed based on statistics (Noor, 2016). Whereas approach descriptive comparative for now is there is significant difference between student study program sharia banking IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020.

Samples used in study This totaling 194 respondents student Sharia Banking IAIN Ponorogo and 126 respondents UIN Malang students Class of 2020 with method taking sample with method *probability sampling* as well as use technique *simple random sampling* . Criteria respondents in study This is active undergraduate students study program Sharia Banking IAIN Ponorogo and UIN Malang Class of 2020 which have experience apprenticeship good for the organization public nor organization government. Testing in study This consists from several tests, namely : Instrument Test Research (Validity and Reliability Test), Assumption Test Classical (Normality Test , Multicollinearity Test , Heteroscedasticity Test), Multiple Linear

Regression Test , Coefficient Test Determinant , Hypothesis Test (t Test and F Test) using SPSS version 24 application.

## RESULT AND DISCUSSION

### Testing Instrument

#### a. Validity Test of Aiken's V Index

Validity tests done to evaluate appropriateness details in a list of defining questions is something variable. a list of questions This generally supports group variables (Hermawan, 2021). Validity used in research This is validity content ( *Content Validity* ) and validity construct ( using SPSS). Testing validity content in research This carried out by a team of judgment experts consisting of from two lecturers expert namely Wening Purbatin PS, M.BA., M.Si and Ajeng Pipit Fitriani, M.S.A. Two lecturers expert the requested For check and provide evaluation with range 1-4. Then researcher do calculation validity fill use Aiken's V index with the results obtained as following:

**Table 1. 1.** Aiken's V Content Validity Test Results

Variable	Total Coefficient Value	Information
X1	0.95	Tall
X2	0.95	Tall
X3	0.966667	Tall
Y	0.983333	Tall

*Source: Data processed in 2024*

Based on table on obtained total coefficient value for each item variables X1 (0.95), X2 (0.95), X3 (0.96667) and Y (0.98333) have been can considered own validity high and adequate content Because mark Aiken's V coefficient ranges from 0-1.

#### b. Reliability Test

For now it is a response to somebody's message constant throughout time, a reliability test used. The result shows dependency on something variable. *Cronbach Coefficient Alpha*, it says reliable If given Cronbach Coefficient Alpha value > 0.60 (Hidayat, 2021). Following table reliability test results in study this:

**Table 1.2**  
**Reliability Test Result**

<b>Amount Statement</b>	<b>Cronbach's Alpha</b>	<b>Condition</b>	<b>Information</b>
X1 (10)	0.712	0.60	Reliable
X2 (10)	0.630	0.60	Reliable
X3 (10)	0.771	0.60	Reliable
Y (10)	0.639	0.60	Reliable

*Source : Primary data processed by SPSS, 2024*

Based on the table above can concluded that all over variables in study This can said reliable Because coefficient *Cronbach Alpha* > 0.6. So from That can conclude that detailed questions can be used as an instrument for study furthermore.

**Testing Descriptive**

Characteristics respondents obtained from results data collection in the form of Google Form questionnaire provided to Sharia Banking Study Program students from IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020 totaling 80 respondents is as following:

**a. Characteristics Respondent By Gender**

Based on the data obtained about type sex respondents can seen in the table following :

**Table 1.3**  
**Gender Respondent**

<b>Gender</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Man	21	26.3%
Woman	59	73.7%
<b>Amount</b>	<b>80</b>	<b>100%</b>

*Source : Primary data processed in 2024*

Based on an information table that characteristics respondents based on type sex man totaling 21 respondents (26.32%) and respondents women as many as 59 respondents (73.7%). That matter shows that the majority of respondents to the research This is women.

**b. Characteristics Respondent Based on Campus Origin**

Based on the data obtained about origin campus respondents can seen in the table following :



**Table 1.4**  
**From Campus Respondent**

From Campus	Frequency	Percentage (%)
IAIN Ponorogo	49	61.3%
UIN Malang	31	38.7%
<b>Amount</b>	<b>80</b>	<b>100%</b>

*Source: Primary data processed in 2024*

The information table shows the characteristics of respondents based on origin IAIN Ponorogo campus totaling 49 respondents (61.3%) and respondents Women as many as 31 respondents (38.7%). That matter shows that the majority of respondents to the research This is IAIN Ponorogo students.

**c. Characteristics Respondent Based on Duration Participate in the Internship Program**

Based on the data obtained about duration take part in an internship program respondents can seen in the table following:

**Table 1.5**  
**Duration Apprenticeship Respondent**

Duration Apprenticeship	Frequency	Percentage (%)
< 1 Month	2	2.5%
1 Month	47	58.8%
> 1 Month	31	38.7%
<b>Amount</b>	<b>80</b>	<b>100%</b>

*Source : Primary data processed in 2024*

Based on the information table, that characteristics respondents based on duration internship < 1 month amounting to 2 respondents (2.5%), respondents with duration 1 month internship as many as 47 respondents (58.8%) and respondents with duration internship > 1 month as many as 31 respondents (38.7%). That matter shows that the majority of respondents to the research This is student with duration 1 month internship.

**Testing Hypothesis**

**a. Test Assumptions Classic**

1) Normality test

Normality test used for evaluating data distribution or variable can be normally distributed or not and using the kolmogorov-smirnov test . If mark significance > 0.05 then can conclude that the data is normally distributed (Qomusuddin, 2021). Following served data normality test results from research that has been done :

**Table 1.6**  
**Normality test**  
**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		80
Normal Parameters <sup>a, b</sup>	Mean	,0000000
	Std. Deviation	,82156726
Most Extreme Differences	Absolute	,059
	Positive	,059
	Negative	-,048
Statistical Tests		,059
Asymp. Sig. (2-tailed)		,200 <sup>c</sup>

Source : Primary data processed by SPSS 2024

Based on the table on obtained mark Asymp. Sig (2-tailed) is 0.200 > 0.05 then can conclude that the data is normally distributed or normality test has fulfilled.

## 2) Multicollinearity Test

Multicollinearity test is testing for what is known as a regression model There is intercorrelation or collinearity between variable independent(Laut Mertha Jaya, 2020).

**Table 1.7**  
**Multicollinearity Test**

Model/ Variables	Collinearity Statistics		Information
	Tolerance	VIF	
Soft Skills (X <sub>1</sub> )	0.522	1,914	Not occur multicollinearity
Experience Internship (X <sub>2</sub> )	0.682	1,465	Not occur multicollinearity
Job Interest (X <sub>3</sub> )	0.505	1,980	Not occur multicollinearity

Source : Primary Data obtained by SPSS, 2024

Based on table on show that variable tolerance value *Soft Skills* of 0.522 > 0.1 and a VIF value of 1.914 < 10 then variable tolerance value Experience Apprenticeship of 0.682 > 0.1 and a VIF value of 1.465 < 10 and Work Interest variable tolerance value of 0.505 > 0.1 and a VIF value of 1.980 < 10. So you can conclude that multicollinearity does not happen.

## 3) Heteroscedasticity Test

Heteroscedasticity test used for the test is in the regression model where inequality variance and residual to other observations. Following results the test :

**Table 3.8**

**Heteroscedasticity Test**

Model/ Variables	Q	Sig	Information
<i>Soft Skills</i> (X <sub>1</sub> )	0.010	0.058	Not occur heteroscedasticity
Experience Internship (X <sub>2</sub> )	0.834	0.071	Not occur heteroscedasticity
Job Interest (X <sub>3</sub> )	0.778	0.079	Not occur heteroscedasticity

Source : Primary data processed by SPSS, 2024

Based on table on is known that mark The significance (sig) of the Soft Skill variable (X1) is 0.058 > 0.05 then variable Experience Internship (X2) is 0.071 > 0.05 and the Job Interest variable (X3) is 0.079 > 0.05. So that can conclude that there is no problem with heteroscedasticity.

4) Autocorrelation Test

Whether or not there is a deviation from the autocorrelation assumption, namely the correlation between the residuals in two observations, is confirmed using the autocorrelation test. A common technique is the autocorrelation test, which consists of: with Durbin-Watson (DW test). The criteria for this research in making decisions are: (Riyanto, 2020)

- a.  $DU < DW < 4 - DU$  then  $H_0$  is accepted, meaning there is no autocorrelation.
- b.  $DW < DL < 4 - DL$ , then  $H_0$  is rejected, meaning autocorrelation occurs.
- c.  $DL < DW < DU$  or  $4 - DL$ , meaning there is no certainty or an uncertain conclusion.

**Table 1.9**

**Autocorrelation Test**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,825 <sup>a</sup>	,681	,668	,838	1,731

Source : Primary data processed by SPSS, 2024

Based on table 4.15 with Autocorrelation test with DW value is obtained amounting to 1,731. Then DU value  $1.7153 < 1.731 < 2.2847$  ( $DU < DW < 4 - DU$ ). So it's concluded that there is no autocorrelation.

**b. Analysis Simple Linear Regression**

Analysis used to know how influence variable dependent to variable independent.

The test results is as following :

- 1) Influence soft skills to readiness work

**Table 1.10**  
**Effect Test Results X<sub>1</sub> towards Y**  
**In the IAIN Ponorogo Sample**

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20,533	2,973		6,905	,000
Soft Skills	,479	,082	,650	5,869	,000

Source : Primary data processed by SPSS, 2024

Based on the SPSS output above , then can an equation model was formulated the regression as following :

$$Y = 20.533 + 0.479 X_1$$

So that can explained as following :

- Constant of 20.533 means that mark consistent variable readiness Work amounting to 20,533
- Coefficient regression X<sub>1</sub> amounting to 0.479 stated that every additional 1% value *soft skills* then readiness Work increase of 0.479. Coefficient regression the worth positive so that can said that direction influence variable X<sub>1</sub> to Y is positive Taking decision in analysis simple linear regression is as following :
  - Obtained mark significance equal to 0.000 < 0.05. So that can conclude that variable *soft skills* (X<sub>1</sub>) have an effect on variable readiness work (Y).
  - Based on mark t: is known mark t<sub>count</sub> as big as 5,869 > 2,013 t<sub>table</sub> so that can conclude that variable *soft skills* (X<sub>1</sub>) have an effect on variable readiness work (Y).

**Table 1.11**  
**Influence Test X<sub>1</sub> towards Y in the UIN Malang Sample**

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	31,513	5,512		5,717	,000
Soft Skills	,605	,139	,264	2,476	,016

Source : Primary data processed by SPSS, 2024

Based on the SPSS output above , then can an equation model was formulated the regression as following :

$$Y = 31.513 + 0.605 X_1$$

So that can explained as following :

- Constant of 31.513 means that mark consistent variable readiness Work amounting to 31,513.
- Coefficient regression X<sub>1</sub> of 0.605 states that every additional 1% value soft skills then mark readiness Work increase of 0.605. Coefficient regression is positive so that it can be said that direction influence variable X<sub>1</sub> to Y is positive. Taking decision in analysis simple linear regression is as following :

- a. Obtained mark significance equal to  $0.016 < 0.05$ . So that can conclude that variable *soft skills* ( $X_1$ ) have an effect on variable readiness work (Y).
- b. Based on mark t: is known mark  $t_{count}$  as big as  $2,476 > 2,048 t_{table}$  so that can conclude that variable *soft skills* ( $X_1$ ) have an effect on variable readiness work (Y).

2) Influence experience apprenticeship to readiness Work

**Table 1.12**  
**Test Results of the Effect of  $X_2$  on Y in the IAIN Ponorogo Sample**

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	17,344	5,127		3,383	,000
	Experience Apprenticeship	,584	,145	,506	4,024	,012

Source : Primary data processed by SPSS, 2024

Based on the SPSS output above , then can an equation model was formulated the regression as following :

$$Y = 17.344 + 0.584 X_2$$

- a. Constant of 17.344 means that mark consistent variable readiness work amounting to 17,344.
- b. Coefficient  $X_2$  regression amounting to 0.584 stated that every additional 1% value experience apprenticeship so mark readiness Work increase of 0.584. Coefficient regression is positive so it can be said that direction influence variable  $X_2$  to Y is positive.

Taking decision in analysis simple linear regression is as following :

- a. Obtained mark significance equal to  $0.022 < 0.05$ . So that can conclude that variable experience internship ( $X_2$ ) is influential to variable readiness work (Y).
- b. Based on mark t: is known mark  $t_{count}$  as big as  $4.024 > 2.013 t_{table}$  so that can conclude that variable experience internship ( $X_2$ ) is influential to readiness work (Y).

**Table 1.13**  
**Effect Test Results  $X_2$  towards Y in the UIN Malang Sample**

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	35,440	5,416		6,544	,000
	Experience Apprenticeship	,617	,151	,143	3,778	,002

Source : Primary data processed by SPSS, 2024

Based on the SPSS output above , then can an equation model was formulated the regression as following :

$$Y = 35.440 + 0.617 X_2$$

- a. Constant of 35,440 means that mark consistent variable readiness Work is amounting to 35,440.
- b. Coefficient  $X_2$  regression amounting to 0.617 states that every additional 1% value experience apprenticeship so mark readiness Work increase of 0.617. Coefficient regression is positive so it can be said that direction influence variable  $X_2$  to Y is positive.

Taking decision in analysis simple linear regression is as following :

- a. Obtained mark significance equal to  $0.002 < 0.05$ . So that can conclude that variable experience internship ( $X_2$ ) is influential to variable readiness work (Y).
- b. Based on mark t: is known mark  $t_{count}$  as big as  $3,778 > 2,048 t_{table}$  so that can conclude that variable experience internship ( $X_2$ ) is influential to variable readiness work (Y).

### 3) Influence of Job Interest to Readiness Work

**Table 1.14**  
**Effect Test Results  $X_3$  towards Y in the IAIN Ponorogo Sample**

Model	Coefficients <sup>a</sup>					
		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
1	(Constant)	24,730	1,928		12,830	,000
	Job Interests	,184	,056	,709	6,884	,000

Source : Primary data processed by SPSS, 2024

Based on the SPSS output above, then can an equation model was formulated the regression as following :

$$Y = 24.730 + 0.184 X_3$$

- a. Constant of 24,730 means that mark consistent variable readiness Work is amounting to 24,730.
- b. Coefficient  $X_3$  regression amounting to 0.184 states that every additional 1% value interest Work so mark readiness Work increase of 0.184. Coefficient regression the worth positive so that can said that direction influence variable  $X_3$  to Y is positive,

Taking decision in analysis simple linear regression is as following :

- a. Obtained mark significance equal to  $0.000 < 0.05$ . So that can conclude that variable interest work ( $X_3$ ) has an effect on variable readiness work (Y).
- b. Based on mark t: is known mark  $t_{count}$  as big as  $6,884 > 2,013 t_{table}$  so that can conclude that variable interest work ( $X_3$ ) has an effect on variable readiness work (Y).

**Table 3.15**

**Effect Test Results X<sub>3</sub> towards Y in the UIN Malang Sample**

		Coefficients <sup>a</sup>			
		Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	t
1	(Constant)	41,880	2,549		16,429
	Job Interests	,359	,067	,161	4,878
					Sig.
					,000
					,035

*Source : Primary data processed by SPSS, 2024*

Based on the SPSS output above , then can an equation model was formulated the regression as following :

$$Y = 41.880 + 0.359 X_3$$

- a. Constant of 41,880 means that mark consistent variable readiness Work is amounting to 41,880.
- b. Coefficient X<sub>3</sub> regression of 0.359 stated that every additional 1% value interest Work so mark readiness Work increase of 0.359. Coefficient regression is positive so it can be said that direction influence variable X<sub>3</sub> to Y is positive.

Taking decision in analysis simple linear regression is as following :

- a. Obtained mark significance equal to 0.035 < 0.05. So that can conclude that variable interest work (X<sub>3</sub>) has an effect on variable readiness work (Y).
- b. Based on mark t: is known mark t<sub>count</sub> as big as 4,878 > 2,048 t<sub>table</sub> so that can conclude that variable interest work (X<sub>3</sub>) has an effect on variable readiness work (Y).

**c. Coefficient of Determination**

The R<sup>2</sup> value in the Model Summary Table of model suitability or a number that shows how much the independent variable explains the dependent variable is displayed in the Model Summary table in this study. The R<sup>2</sup> value increases as the number of independent variables increases. Following are the results of regression testing using the R<sup>2</sup> value :

**Table 1.16**  
**Coefficient of Determination in the IAIN Ponorogo Sample**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,650 <sup>a</sup>	,423	,411	1,130
2	,506 <sup>a</sup>	,256	,240	1,282
3	,709 <sup>a</sup>	,502	,491	1,049

a. Predictors: (Constant), *Soft Skills*, Experience Internships, Job Interests

*Source : Primary data processed by SPSS, 2024*

Based on the table on obtained mark coefficient X1 of 0.423. *The R square* value of 0.423 shows that variable soft skills to readiness work amounting to 42.3% and the remaining 57.7% is influenced by other variables that are not entered in models. The X2 coefficient value is 0.256. *The R square* value of 0.256 shows that influence variable experience apprenticeship to readiness Work amounting to 25.6% and the remaining 74.4% is influenced by other variables that are not entered in models. The X3 coefficient value is 0.502. *The R square* value of 0.502 shows that influence variable interest Work to readiness Work amounting to 50.2% and the remaining 49.8% is influenced by other variables that are not entered in models.

**Table 1.17**  
**Coefficient of Determination in the UIN Malang Sample**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,664 <sup>a</sup>	,470	,438	1,540
2	,343 <sup>a</sup>	,220	,213	,554
3	,761 <sup>a</sup>	,526	,508	1,553

a. Predictors: (Constant), Soft Skills, Experience Internships, Job Interests

*Source : Primary data processed by SPSS, 2024*

Based on the table above, obtained mark coefficient X1 is 0.470. *The R square* value of 0.470 shows that variable soft skills to readiness work amounting to 47% and the remaining 33% is influenced by other variables that are not entered in models. mark coefficient X2 is 0.220. *The R square* value of 0.220 shows that influence variable experience apprenticeship to readiness Work amounting to 22% and the remaining 73% is influenced by other variables that are not entered in models. mark coefficient X3 is 0.502. *The R square* value of 0.526 shows that influence variable interest Work to readiness Work amounting to 52.6% and the remaining 47.4% is influenced by other variables that are not entered in models.

**d. Difference Test (Comparative)**

Comparative test is A method of statistics used for testing if there is a significant difference between two or more characteristic samples compared. The Mann *Whitney Test* is non- parametric test options if the independent test is not can done because the data is not homogeneous. Taking decision done with Criteria :(Huwaida, 2019)

- 1) If value Asymp.Sig (2-Tailed) < 0.05 then there is significant difference, which means Ha is accepted.
- 2) If value Asymp.Sig (2-Tailed) > 0.05 then No there is significant difference, which means Ha is rejected.

**Table 1.18**  
**Difference Test Results X1 against Y**

Test Statistics <sup>a</sup>
Soft Skills



Mann-Whitney U	85,000
Wilcoxon W	1310,000
Z	-6,818
Asymp . Sig. (2-tailed)	,000
a. Grouping Variable: Group	

Source : Primary data processed by SPSS, 2024

Based on the table on obtained mark Asym. Sig.(2-tailed) is  $0.000 < 0.05$  then can be withdrawn conclusion that there is difference significantly influencing soft skills to readiness Work between student study program Sharia Banking IAIN Ponorogo and UIN Malang.

**Table 1.19**  
**Difference Test Results X2 against Y**

Test Statistics <sup>a</sup>	
	Experience Apprenticeship
Mann-Whitney U	549,500
Wilcoxon W	1774,500
Z	-2,181
Asymp . Sig. (2-tailed)	,029
a . Grouping Variable: Group	

Source : Primary data processed by SPSS, 2024

Based on the table on obtained mark Asym. Sig.(2-tailed) is  $0.029 < 0.05$  then can be withdrawn from the conclusion that there is a significant influence experience apprenticeship to readiness Work between student study program Sharia Banking IAIN Ponorogo and UIN Malang.

**Table 1.20**  
**Difference Test Results X3 against Y**

Test Statistics <sup>a</sup>	
	Job Interests
Mann-Whitney U	166,500
Wilcoxon W	1391,500
Z	-5,908
Asymp . Sig. (2-tailed)	,000
a. Grouping Variable: Group	

Source : Primary data processed by SPSS, 2024

Based on the table on obtained mark Asym. Sig.(2-tailed) is  $0.000 < 0.05$  then can be withdrawn from the conclusion that there is a significant influence of interest Work to readiness Work between student study program Sharia Banking IAIN Ponorogo and UIN Malang.

**Table 1.21**  
**Comparative Test Results**

IAIN Ponorogo	UIN Malang
Influence of X1 on Y	
Sig value. 0,000	Sig value. 0.016
<i>R square</i> value 0.423 = 42.3%	<i>R square</i> value 0.470 = 47%
Influence of X2 on Y	
Sig value. 0.012	Sig value. 0.002
<i>R square</i> value 0.256 = 25.6%	<i>R square</i> value 0.220 = 22%
Influence of X3 on Y	
Sig value. 0,000	Sig value. 0.035
<i>R square</i> value 0.502 = 50.2%	<i>R square</i> value 0.526 = 52.6%

Source : Data that has been provided processed , 2024

Based on table Analysis Simple Linear Regression and tables The Determination Coefficient is obtained results comparison mark significance and *Rsquare* of each variable as in the table results comparison above, with results comparison influence *soft skills* to readiness Work student study program UIN Malang sharia banking amounted to more than 47% tall compared to student study program repair Syria IAIN Ponorogo which obtained *R Squared* value amounted to 42.3% but with mark more significance Good from UIN Malang. Then on variables influence experience apprenticeship to readiness Work student study program IAIN Ponorogo sharia banking by 25.6% more tall compared to with student study program UIN Malang sharia banking received mark *R Squared* by 22% however with mark more significance Good from IAIN Ponorogo. Then for interest work to readiness Work student study program UIN Malang sharia banking amounted to more than 52.6% tall compared to with student study program IAIN Ponorogo sharia banking obtained mark *R Square* of 50.2% but with mark more significance Good from UIN Malang.

## CONCLUSION

Based on results data analysis and discussion, regarding Influence Soft Skills , Experience Internships and Job Interests to Readiness Work Student Sharia Banking (Comparative Study of Students of the Sharia Banking Study Program IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020), can withdrawn conclusion as following :

1. There is difference influence *Soft Skills* to Readiness work between Student Sharia Banking IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020 with results comparison influence ability *soft skills* to readiness work student study program UIN Malang Sharia Banking more tall compared with student study program Sharia Banking IAIN Ponorogo Class of 2020. This proven with coefficient test results determination influence *soft skills* to readiness Work student study program UIN Malang sharia banking amounted to more than 47% tall compared to student study program repair Syria IAIN Ponorogo which obtained *R square* value by 42.3%.
2. There is difference influence Experience Apprenticeship to Readiness work between Student Sharia Banking IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020 with results comparison level influence experience apprenticeship student study program Sharia Banking IAIN Ponorogo more tall compared with student study program

Sharia Banking UIN Malang Class of 2020. This proven with coefficient test results determination of variables influence experience apprenticeship to readiness Work student study program IAIN Ponorogo sharia banking by 25.6% more tall compared with student study program UIN Malang sharia banking received the R square value is 22%.

3. There is difference influence of Work Interest to Readiness Work between Student Sharia Banking IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020 with results comparison level influence interest Work student study program UIN Malang Sharia Banking more tall compared with student study program Sharia Banking IAIN Ponorogo Class of 2020. This proven with coefficient test results determination influence interest Work to readiness Work student study program UIN Malang sharia banking amounted to more than 52.6% tall compared to with student study program IAIN Ponorogo sharia banking obtained The R square value is 50.2%.
4. There is a different influence of Soft Skills, Experience Internships and Job Interests in a way simultaneous to Readiness Work between Student Sharia Banking IAIN Ponorogo and UIN Maulana Malik Ibrahim Malang Class of 2020. In comparison, the student study program Sharia Banking UIN Malang Class of 2020 has level readiness work influenced by soft skills, experience, internships and interests. Work is more tall compared to the student study program Sharia Banking IAIN Ponorogo Class of 2020. This proved with coefficient determination in the UIN Malang sample the R square value is 77.6% more tall compared to with IAIN Ponorogo obtaining the R square value is 65%.

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