



## **Work Readiness in Final Grade Students the Theory of the Big Five Personality**

**Moh. Firdaus<sup>✉</sup>, Abdul Azis**

Department of Psychology, Universitas Negeri Semarang, Indonesia

### **Keywords**

*Keywords:*  
*Work Readiness, The Big Five Personality, Students*

### **Abstract**

Unemployment is one of the most talked about things, literally the way to reduce the unemployment rate and rate is to increase work readiness. Then, the factor that influences work readiness is personality. In this study, the theory that examines personality is the big five personalities. The population in this study were Semarang State University students, with a sample of 8<sup>th</sup>-semester students from the study program/department of pure science. Analysis of the data used is multiple linear regression, with the help of data processing software. Based on the hypothesis test (quantitative) it is known that the significance is 0.000 ( $p < 0.05$ ) and the hypothesis is accepted. so that in general it shows that simultaneously and partially (extraversion) has a positive and significant effect on the work readiness variable. The r square obtained in this study amounted to 33.3%. or 69.2% influenced by other factors not described in this study. While the work readiness level of final year students (semester 8), most of them are in the medium category with a percentage of 78%.

<sup>✉</sup>Correspondence address:  
E-mail: [Idosmohammad1999@students.unnes.ac.id](mailto:Idosmohammad1999@students.unnes.ac.id)

## INTRODUCTION

Work is one of the life goals of every person, where the goal is to carry out the life lived as well as being a factor to meet the needs they have. But of course, getting a job is not as easy as imagined, meaning it requires careful preparation so that it has the potential to distance yourself from unemployment. This applies to all groups and levels of education, including students.

Based on the official website of the Central Statistics Agency (BPS), states that the unemployment rate in the student category in 2021 is at 999,543. One of the factors, which influence the emergence of unemployment is personal unpreparedness (work readiness) to be able to answer and meet the resources needed. Hasibuan (Agusta, 2014) stated that work readiness is a person's capacity to improve their ability to work to get a reward. Thus, improving job readiness while in college is very important. According to Caballero, et al., (2011), work readiness has four aspects, including a). personal characteristic, b). organizational acumen, c). work competence, and d). social intelligence. But the fact is that every person is different about the level of job readiness they have, one of the factors found is personality differences (Winkel and Hastuti in Agusta, 2015).

According to Jung (in Alwisol, 2009) states that personality is the system of everyone that will affect thoughts, feelings, and behaviors, from consciousness to the unconscious. Many theories explain personality, one of which is the big five personalities. According to McCrae and Costa (in Feist and Feist, 2010), the theory has five dimensions including a). Openness to Experience is a type of identifying related to the percentage of interest in a particular field or expertise both in general and specific. Conscientiousness is a personality type that is assumed as a process of identifying a person's ability to be careful in seeking and setting a goal. c). Extraversion is a personality type that is closely connected to a person's behavior to understand and recognize the ability he has in building and establishing relationships with others. d). Agreeableness is one of the personality types that has a percentage in giving a rating between high and low. e). Neuroticism is one type that has two characteristics, namely reactive and resilient.

Based on research by Izekor (2016) explains that there are at least several dimensions of the big five personalities that affect readiness to work. Then, Ramadhania and Dewi (2017) gave a similar explanation that there is a dimension of HEXACO as a development of the big five personalities that affect job readiness in nursing students.

The difference between previous research and the latest lies in one of the variables used, namely the work readiness variable. And there is still a lack of research that links the variables of the big five personalities and the variables of work readiness, both qualitatively and quantitatively by making students as subjects. The purpose of the study is to determine the level of work readiness in final-year students of Semarang State University and to know the influence of the big five personalities on work readiness variables in final-year students of Semarang State University.

## METHOD

This study used a quantitative approach, with a correlational type. The population in this study is students of Semarang State University. Based on the criteria, namely final year students (semester 8) and taking study programs and majors in pure science from each faculty.

The sampling carried out is a random sampling technique, it is done because of the large number of populations owned. While the data collection method used is Likert Scale. The scale used in the research is the work readiness scale with 40 items and the BFI (Big Five Inventory) scale with 44 items that have been adapted and standardized by (Ramdhani, 2012).

The definition of operational variable work readiness is the level of ability of each individual to prepare themselves to face the world of work and the work they will have. So that the higher the score obtained by the individual, the better and more mature the level of work readiness owned. Meanwhile, the operational definition of the big five personalities is one of

the psychological measurement tools that aims to classify and assess the personality of each individual. So, the higher the score owned by respondents on one of the traits, the stronger the traits are attached to the respondent.

In this study, the data analysis used was Multiple Linear Analysis with the help of software. The series in data processing includes, conducting f tests (simultaneous), coefficients of determination ( $R^2$ ), and t tests (partial). The basis for making decisions regarding hypotheses will be based on Ghozali (2018: 98), based on a significance value of 0.000 ( $p < 0.05$ ).

## RESULT AND DISCUSSION

**Table 1.** Descriptive analysis

Score interval	Interval	Criteria	F	Percentage
$(\mu + 1 \sigma) \leq X$	$114 \leq X$	High	57	22
$(\mu + 1 \sigma) \leq X < (\mu + 1 \sigma)$	$76 \leq X < 114$	Medium	198	78
$X < (\mu - 1 \sigma)$	$X < 76$	Low	0	0
	<b>Sum</b>		<b>255</b>	<b>100%</b>

Based on the table above, it can be illustrated that there are 57 subjects or converted worth 22% of subjects are in the high category, 198 subjects or converted worth 78% of subjects are in the medium category and 0 subjects are in the low category. Thus, it can be concluded that work readiness for final-year students of Semarang State University for the class of 2018 is included in the medium category.

The results of the descriptive analysis test are similar to the research conducted by Baiti, et al., (2017) said that the average level of work readiness (word readiness) was in the medium category with a percentage of 55.45%, then had a percentage of 44.55% fell into the high category, and there were no subjects who fell into the low category. The same thing is proven by Safitri, et al., (2019) is said that around 55.66% of the work readiness of final year students is in the high category, then 44.44% is in the medium category, and 0% there is no final year students in the low category.

**Table 2.** Multiple Linear Regression Analysis Results

Variable	F count	T count	Significance
The Big Five Personality*Work Readiness	24.833		0.000
(Constant)		10.617	
Openness to Experience		0.973	0.331
Conscientiousness		1.300	0.195
Extraversion		9.245	0.000
Agreeableness		0.153	0.878
Neuroticism		1.309	0.192
F table	: 2.250		Sig. ( $p < 0.05$ )
T table	: 1.969		
R square	: 0.333		

Based on the results of simultaneous hypothesis tests or together, it shows the results that significance  $0.000 < 0.05$  with f count  $24.833 > f$  table 2.250. This means that simultaneously the big five personalities affect work readiness with positive and significance. Then, the results of the coefficient of determination (r square) test get a value of 0.333 which means that simultaneously the big five personalities have an effect of 33.3% on work readiness and 66.7% are influenced by other factors not explained in this study.

Based on the results of the partial hypothesis test in the table above, state that of the five dimensions of the big five personalities, there is only one dimension, namely extraversion which positively and significantly affects work readiness. This is evidenced by the results that show significance  $0.000 < 0.05$  and F count  $9.245 > F$  table 1.969.

The results of the t (partial) test are continuous with several previous studies, which stated that the extraversion dimension affects work readiness. Izekor (2016) and Ramadhania and Dewi (2017) jointly provide the results of the extraversion dimension positively and significantly affecting the work readiness variable. Then, a recent study conducted by Zholudeva, et al., (2021) provides information that extraversion is a predictor variable that positively affects work readiness with a significance of 0.039.

The results of this study are expected to be a parameter material regarding the level of work readiness in final year students (semester 8), which at the level is in the medium category with a percentage of 78% or around 198 students. Nevertheless, students should not stop developing and improving their capacity. This aims to increase selling points in the world of work and industry in addition to other formal certificates.

The limitation of this study lies in the lack of previous research to support the latest researchers (update). Then, as a result, the limitation found is the low influence (r square) between the variables of the big five personalities on work readiness. So that further research is expected to be able to find and examine other factors, which affect work readiness.

## CONCLUSION

Based on the research that has been done, regarding the influence of the big five personality on work readiness in final year students at Semarang State University (UNNES) it can be concluded as follows first, the level of work readiness of Semarang State University (UNNES) final year students is mostly in the moderate category with a score of 76% or around 192 students. The following is the dominance of each personality type at the level of job readiness, including extraversion (22%), openness to experience (21%), agreeableness (20%), conscientiousness (19%), and neuroticism. Secondly, there is a positive and significant influence between the big five-personality on work readiness in final year students at Semarang State University (UNNES), with a significance of 0.000 and f count of 24.833. Last, there is a positive and significant influence between the dimensions of extraversion on work readiness in final year students at Semarang State University (UNNES), with a significance of 0.000 and t count of 9.245.

## REFERENCES

- Adegbite, W. M., & Adeosun, O. T. (2021). Fourth Industrial Revolution Skillsets and Employability Readiness for Future Job. *Global Journal of Social Sciences Studies, Volume 7, Nomor 1*, 35-49.
- Afandi, M., & Syofyan, E. (2020). The Influence of Student Creativity, Learning Independence, Student Personality, Work Experience (Prakerin) and Work World Information on Readiness to Enter the Workforce on Students. *Atlantis Press, Volume 152*, 430-435.
- Agusta, Y. N. (2014). The Relationship between Future Orientation and Fighting Power towards Work Readiness in Final Year Students of the Faculty of Social and Political Sciences at Mulawarman University. *Psychoborneo, Volume 2, Number 3*, 133-140.
- Alwisol. (2009). *Psychology of Personality: Revised Edition*. Malang: PT. UMM Press
- Baiti, R. D., Abdullah, S. M., & Rochwidowati, N. S. (2017). Career self-efficacy and job readiness in final semester students. *Journal of Integrative Psychology, Volume 5, Number 2*, 128-141.
- Caballero, C. L., Walker, A., & Fuller-Tyszkiewicz, M. (2011). The Work Readiness Scale (WRS): Developing a Measure to Assess Work Readiness in College Graduates. *Journal of Teaching*

- Feist, J., & Feist, G. J. (2010). *Personality Theory: 7th Edition*. Jakarta: Salemba Humanika
- Ghozali, I. (2018). *Application of Multivariate Analysis with IBM SPSS 25 Program*. Semarang: Diponegoro University Publishing Board.
- Izekor, A. (2016). The Big Five Personality Traits and Employability: A Meta-analysis. *Journal of Business Administration*, 1-79.
- Pusparisa, Y., & Yudhishthira, A. W. (2021, 5, 31). *BPS: Unemployed Scholars Nearly 1 Million People in February 2021*. Retrieved from databox: <https://databoks.katadata.co.id/datapublish/2021/05/31/bps-sarjana-yang-menganggur-hampir-1-juta-orang-pada-februari-2021>
- Ramadhania, C. K., & Dewi, M. S. (2017). Impact of Goal Orientation, Personality Types, And Campus Climate at Uin Syarif Hidayatullah Jakarta Nursing Student'S Work Readiness. *Journal of Psychology, Volume 22, Number 2*, 179-190.
- Safitri, R. D., Mayangsari, M. D., & Erlyani, N. (2019). The Influence of Interpersonal Communication on Student Work Readiness Field Experience Practice (PPL) in Entering the World of Work at STKIP PGRI Banjarmasin. *Journal of Cogniside, Volume 2, Number 2*, 102-110.
- Zholudeva, S., Zhukova, R., & Naumenko, M. (2021). Readiness for the Profession of Students with Different Psych types in a Digital Educational Environment. *E3S Web of Conferences, Volume 258*, 1-7