

The Effect of Training and Self Efficacy on Work Readiness (Case Study on Tourism Vocational Training Participants at the Center for Vocational Training and Productivity Medan)

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ABSTRACT

The research was carried out with the aim of finding out the effect of training and self-efficacy on work readiness (case study of tourism vocational training participants at the vocational training center and terrain productivity). The type of research used in this research is a quantitative approach. The sampling technique in this study is saturated sampling. The sample in this study was tourism vocational training participants at the Medan Vocational and Productivity Training Center. The number of samples used was 128 respondents. The data obtained used primary data in the form of a questionnaire and were analyzed using the multiple linear regression analysis method using the SPSS 23 program. Based on hypothesis testing, training had a positive and significant effect with a tcount of $6.225 > t_{table} 1.978$ with a significance of $0.000 < 0.05$. Self-efficacy has a positive and significant effect with a t value of $13.849 > t_{table} 1.978$ with a significance of $0.000 < 0.05$. Training and Self Efficacy based on the results of the F test, it was found that the F value was $200.643 > F_{table} 3.07$ with a significance of $0.000 < 0.05$. Which means that Training and Self Efficacy have a positive and significant effect on Work Readiness.

Keywords: *Training, Self Efficacy and Work Readiness*

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I. INTRODUCTION

Efforts to develop human resources are the joint responsibility of all related sectors, namely central and regional government agencies, the private sector or industry, and other professional organizations. According to Wijaya (2019), the government is a very important component to support HR development activities. Therefore, the government as the initial driver responsible for preparing quality human resources, takes various ways and establishes various policies in the field of



employment, one of which is competency training at the Job Training Center (BLK). BLK training is part of education, training is specific, practical and fast. Training is intended to improve and enhance skills or work quality in a relatively short time to meet the high demand of labor users or the labor market. Similarly, the government training institution in question located in the North Sumatra Province area is the Vocational and Productivity Training Center.

Medan Vocational and Productivity Training Center is an entity that is used as a platform for the implementation of various trainings. The main objective of the Vocational and Productivity Training Center is to provide, improve and develop skills, productivity, discipline, work attitude and work ethic. The main focus is on the practical aspect rather than theory, so the training is geared more towards hands-on application. Medan Vocational Training and Productivity Center offers several training categories, such as Vocational Tourism (Mixing Drinks, Tour Guide, Cafe Barista, Housekeeping Management, Front Office Management, Restaurant Management, and Kitchen Management), Vocational Building (archicad, sketchup, revit, surveyor, cabinet maker, wood finishing oles technique, 2D construction drawing, room design drawing), and other Vocational (conventional motorcycle service, 3D SMAW Welding, Digital Marketing, and Electricity).

One promising academic specialization to improve the quality and quantity of human resources (HR) in the tourism industry is tourism vocational education. The Indonesian government has offered various tourism vocational training programs under the Ministry of Manpower of the Republic of Indonesia (Kemenaker RI), which are run by the Vocational and Productivity Training Centers in various regions. Vocational Tourism is a very important part of the competition to enter the workforce today. This is a great opportunity and challenge for human resources in the tourism sector. Therefore, the importance of good abilities and skills to plunge in it. So through the Tourism Vocational Training at the Medan Vocational and Productivity Training Center provides a practical platform for prospective workers.

The following is the data on the employment of Tourism Vocational Alumni at the Medan Vocational and Productivity Center in 2023.



Table 1
Graduate Employment of Tourism Vocational Alumni at Medan Vocational Training and Productivity Center in 2023

No	Name	Training Program	Accepted Employment
1.	Febrika Anggara	Housekeeping	Grand Aryaduta Hotel Medan
2.	Yuli Hotma Yoga Limbong	Front Office	Rs. Advent medan
3.	Hotnida Simanjuntak	Housekeeping	RSUD Bhatiar Djafar
4.	Minto	Barista	PT. Avrist Assurance
5.	Naya Asyura	Commercial Cookery	Rucci
6.	Yanni Yulia	Commercial Cookery	Dapoer Mak Yasmin
7.	Heri Azhar Hutasuhut	Commercial Cookery	Maksimum Coffe
8.	Surya Alfredo Manalu	Housekeeping	PT. Summit OTO Finance
9.	Zidane Al Ghozali	Restauran Management	CV. Grand City Hall
10.	M. Islam Al-Fatih Sitanggang	Kitchen Management	PT. Jurnal Politik Media
11.	Dewi Suhasti	Commercial Cookery	RSU Royal Prima Marelan
12.	M Fadli Suhendra	Barista	PT. Tamiang Trada

Sumber : Balai Besar Vokasi dan Produktivitas (2023)

Based on Table 1, it shows the employment of several graduates of the Tourism Vocational alumni at the Medan Vocational and Productivity Center in 2023 who have been certified competent. Every trainee who has completed the training process gets a job that collates with the training competencies they have followed, such as Febrika Anggara who participated in the Housekeeping Training Program already working at Grand Aryaduta Hotel Medan as Houskeeping. Therefore, the presence of the Vocational and Productivity Center Medan has an important role in supporting trainees where they get jobs that match the interests and talents of each trainee.

Based of an interview with Mr. Habib Safutra Nst in the Training Empowerment Division who serves as a Job Introduction and is responsible for carrying out the recruitment process for trainees who say that, there is still a lack of readiness of trainees in facing the world of work due to various things such as, mental participants who are not ready, unstable emotional control, poor physical health, lack of knowledge about the work being done, and some even have the theory but are unable to apply it.

According to Iswan (2021) Training is a systematic effort organized, planned and implemented by the community to transfer knowledge, values, attitudes and



skills to experts in their fields, as an effort and work to strengthen and develop individual potential and human change.

Based on this, training can help individuals to acquire the skills needed to enter the workforce readily, increasing their chances of career success and development. With the training at the Medan Vocational and Productivity Training Center, participants believe that participating in training will improve training and self-efficacy.

Self Efficacy is defined as a person's sense/belief that in the ability and competence he has to perform and complete a task/job Habibah & Dwijayanti, (2023). Thus, someone who has low self efficacy tends to reduce their level of effort and even give up on the situation, while someone with high self efficacy will try hard by relying on their abilities to overcome obstacles and complete tasks/jobs (Wiharja et al, 2020).

Training and self efficacy can affect a person's work readiness, if the higher a person's training and self efficacy, the more positive the impact on work readiness. This is supported by previous research by Mauludiya (2021). The higher the training, the more positive the impact on a person's work readiness (Wiharja 2020)

Based on the above phenomenon, researchers are interested in conducting research entitled **“The Effect of Training and Self Efficacy on Work Readiness (Case Study on Tourism Vocational Training Participants at the Center for Vocational Training and Productivity Medan)”**.

II. LITERATURE REVIEW

Definition of Work Readiness

Work readiness is a person's ability to fulfill certain job requirements or meet the demands of work in the workplace. Work readiness includes various aspects, such as technical skills, interpersonal skills, work attitudes, knowledge and understanding of work, and physical and mental readiness.

According to Rosara (2018)) work readiness refers to the state of a person who is ready or has the competence to do work with satisfactory results and in accordance with predetermined goals or objectives. Thus, someone who already has work readiness means that they are competent to do the job and try to achieve results or targets that are in accordance with what has been previously set.



According to Kartika et al., (2022) work readiness includes the skills, knowledge, attitudes, and values needed by individuals to meet the demands of work in the workplace. This means that every individual who enters the world of work must have good advantages through knowledge, behavior, mindset that makes individuals superior so that they are able to produce good output, namely achieving the goals and vision and mission of the organization.

Definition of Training

Training is a short-term educational process using systematic and organized procedures, so that a person learns knowledge of workmanship techniques and skills for specific purposes. According to Fahreza (2019) training as a program that aims to provide knowledge and skills to workers to be able to do their jobs effectively. Training is a means of developing knowledge, skills, and attitudes, as well as the ability to communicate and cooperate. Training can be interpreted as a planned process to modify attitudes or behaviors of knowledge, skills through learning experiences (Adnyani & Dewi, 2019). According Cascio & Boudreau (2019) training is planned programs that are carried out to improve knowledge, attitudes, and social behavior, so that organizational performance improves significantly.

According to Nurhalim & Puspita (2021) explains that training is part of education which involves the learning process to acquire and improve skills outside the applicable education system in a relatively short time with a method that prioritizes practice over theory.

According to Widodo (2018) training is a process of improving systematically and in accordance with the needs of employees by improving skills, knowledge and understanding and self-motivation.

Definition of Self Efficacy

Self efficacy is a social cognitive theory or social learning theory that refers to an individual's belief in their own capacity by relying on knowledge, skills and experience. Having high self-efficacy can foster confidence in obtaining success by maximizing one's abilities and making great efforts and relying on one's skills. Self



efficacy emerges as the main determinant of success. Individual decisions to gain ability by completing various levels of task difficulty, solidifying confidence and mastering work in various situations that may occur, are simultaneously able to influence their level of work readiness to be able to enter the world of work both in the business world and in the industrial world.

According to Nugraha & Hendrawan (2020), Self efficacy is a human belief in their ability to exercise some measure of control over their own functioning and events in their environment. According to Stajkovic and Luthans in Fattah's book (2017) self-efficacy refers to an individual's belief (or conviction) regarding his or her ability to mobilize motivation, cognitive resources, and actions to successfully carry out tasks in a particular context.

III. METHODS

This research uses a quantitative approach because the observed symptoms are converted into numbers that are analyzed using statistics. Quantitative research requires researchers to explain how variables affect other variables. This study uses associative research, namely research to determine the relationship between the two (or more) variables. Where the relationship between variables in the study will be analyzed using relevant statistical measures of the data to test the hypothesis. Sugiyono's associative research (2019) is research that aims to determine the relationship between two or more variables." The variables connected in this study are Training (X1), Self efficacy (X2), to Work Readiness (Y).

1. Observation, namely data collection through direct observation of the object under study. The objects studied were Tourism Vocational Training Participants at the Medan Vocational Training and Productivity Center for the April-May 2024 period and to interested parties such as Mr. Habib Safutra Nst as part of the Training Empowerment Division who served as an Introduction to Work to obtain information that supports the research.
2. Questionnaire, namely data collection using a list of questions / questionnaires that have been prepared in advance and given to respondents. The scale used in this study is the Likert Scale.



IV. RESULTS

Classical Assumptions

1. Normality Test

a. Histogram Approach

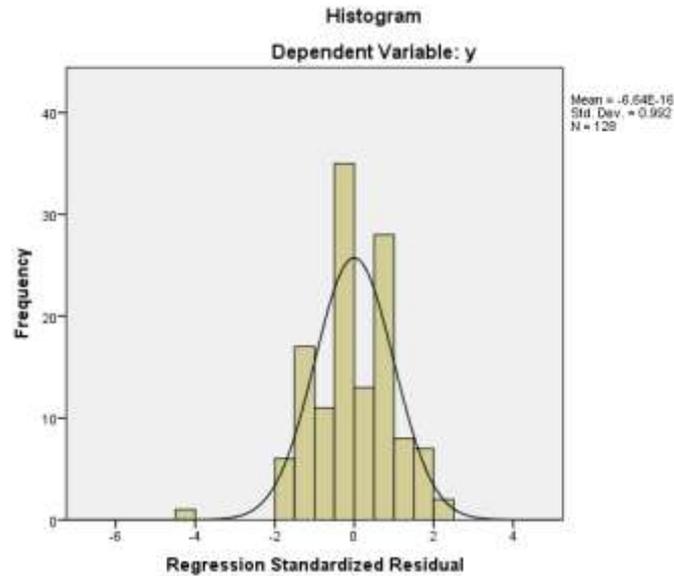


Figure 1
Histogram Normality Testing Results

The bell-shaped distribution of data in Figure 1 shows that the variables are normally distributed, meaning they do not vary to the left or right.

b. Normal P-P Plot Graph Approach

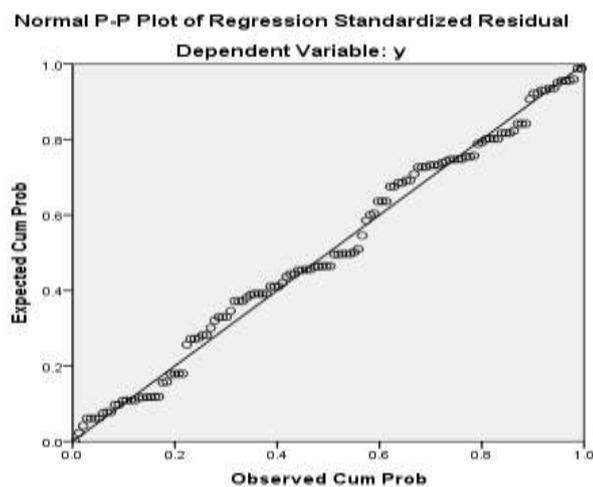


Figure 2
Normal Probability Plot Test

Figure 2 illustrates how the image displays points that follow the diagonal line of the data. This suggests that the residuals of the researcher are

within typical limits. However, the Kolmogorov-Smirnov test is used to further confirm that the data is regularly distributed along the diagonal line.

c. Kolmogorov-Smirnov Approach

Table 2
One-Sample Kolmogorov-Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		128
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.47667651
Most Extreme Differences	Absolute	.059
	Positive	.055
	Negative	-.059
Test Statistic		.059
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based on Table 2 above, of the Kolmogorov-Smirnov normality test in the table above, it is known that the unstandardized residual value has an Asymp Sig value. (2-tailed) of 0.200, which means that it can be said that the data in this study are normally distributed because $sig > 0.05$.

2. Multicollinearity Test

Table 3
Multicollinearity Test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1.732	1.145		1.512	.133		
x1	.169	.027	.308	6.225	.000	.777	1.287
x2	.645	.047	.685	13.849	.000	.777	1.287

a. Dependent Variable: y



1. Training (X1) has a tolerance value of 0.777 greater than 0.1 from a VIF value of 1.006 smaller than 10.
2. Self Efficacy (X2) has a tolerance value of 0.777 greater than 0.1 from a VIF value of 1,006 smaller than 10

Because the tolerance value obtained for each variable is greater than 0.10 and the VIF value obtained for each variable is smaller than 10, it means that the training and self efficacy variable data from the presence of multicollinearity symptoms.

3. Heteroscedasticity Test

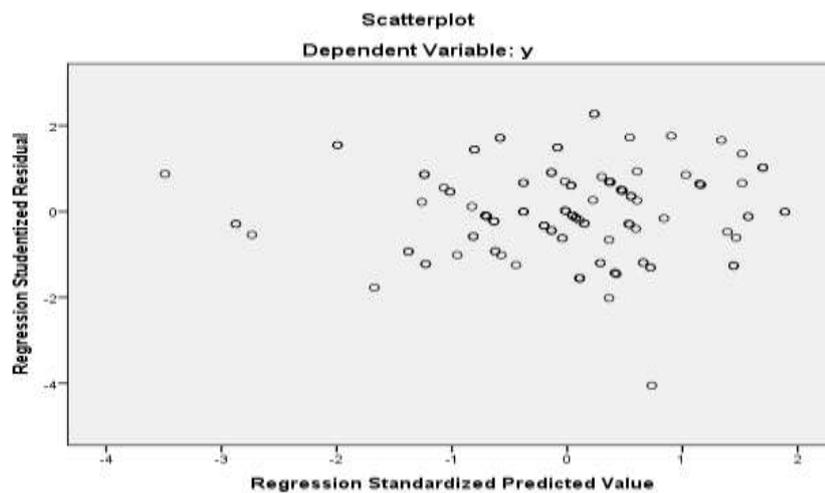


Figure 3
Heteroscedasticity Test

The graphical method indicates that there is no heteroscedasticity in the regression model that is worth adopting because Figure 3 shows no discernible pattern and the dots are dispersed above and below the number 0 on the Y axis.

Hypothesis Test Results

Test t (Partial Test)

To determine the effect of the independent variables of training and self-efficacy on the dependent variable, namely work readiness, it is necessary to conduct a t test. Partial testing can be seen from the t test, if the probability value is < 0.05 , H_0 is rejected, which means there is a significant effect. Partial test results can be seen in the following table. Significant level (α) = 5% with degree of error (df) = (n- k-1) N = 128 K = 2 Ttable = 1.978 The following are the results of data management that has been carried out by researchers.

Table 4
Partial Test (T Test)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1.732	1.145		1.512	.133		
x1	.169	.027	.308	6.225	.000	.777	1.287
x2	.645	.047	.685	13.849	.000	.777	1.287

a. Dependent Variable: y

Based on the partial test results (t test) presented above, it can be concluded that:

1. Independent Variable X1 (Training)

In testing X1 (training), the value of tcount is 6.225, so it is known that the value of tcount > t table 1.978. And the p-value in the sig column is 0.000 < 0.05, which means it has a significant effect. So it can be stated that H1 is accepted, so it can be interpreted that training has a significant effect on work readiness.

2. Independent Variable X2 (Self Efficacy)

In testing X2 (self efficacy), the value of tcount is 13.849, so it is known that the value of tcount > t table 1.978. And the p-value in the sig column is 0.000 < 0.05, which means it has a significant effect. So it can be stated that H2 is accepted, so it can be interpreted that self efficacy has a significant effect on work readiness.

F test (simultaneous)

The simultaneous test is used to determine the effect of the independent variables of training and self-efficacy on the dependent variable, namely work readiness together. Based on testing with SPSS version 23, the ANOVA output is obtained in the following table



Table 5
Simultaneous Significance F Test Results (F-Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	889.036	2	444.518	200.643	.000 ^b
	Residual	276.933	125	2.215		
	Total	1165.969	127			

a. Dependent Variable: y

b. Predictors: (Constant), x2, x1

The above test found that the Fcount value is $200.643 > F_{table} 3.07$ and Sig. of $0.000 < 0.05$, in accordance with the existing theory it shows that H3 is accepted, so it can be interpreted that training and self efficacy have a positive and significant effect on Work Readiness.

Test Coefficient of Determination (R2)

Table 6
Test Results of the Coefficient of Determination
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.762	.759	1.48844

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Based on the calculation of the coefficient of determination (R2) test above, it can be seen that the Adjusted R Square value obtained is 0.759 (75.9%). This shows that the value of the dependent variable Y (Work readiness) which can be explained by the independent variable X1 (Training) and variable X2 (Self Efficacy) is 75.9%. The remaining 24.1% is influenced by other variables, namely hard skills, soft skills, work creativity and others.

1. The Effect of Training on Work Readiness

Based on the results of the research that has been done, it shows that H1, namely tcount $6,225 > t_{table} 1,978$. And the p-value in the sig column is $0.000 < 0.05$ which means it has a significant effect. This explains that the independent variable X1



(training) has a positive and significant effect on the dependent variable Y (work readiness), which means that the influence is in the same direction with a strong influence based on the significance value.

The results of this study are supported by previous research conducted by Simanungkalit (2023) which states that training has an effect on work readiness in a unidirectional manner. With the training will increase skills, increase self-confidence and increase work productivity. So that the higher the level of training of Tourism Vocational participants at the Medan Vocational and Productivity Training Center, the higher the work readiness of these participants. Vice versa, the lower the level of training possessed by the Tourism Vocational trainees at the Vocational Training and Productivity Center Medan, the lower the work readiness of the trainees. This unidirectional effect explains the positive value of the partial test results conducted or the t test of the training variable on job readiness.

2. The Effect of Self Efficacy on Work Readiness

Work Based on the results of research that has been done, it shows that H_2 is $t_{count} 13.849 > t_{table} 1.978$. And the p-value in the sig column is $0.000 < 0.05$, which means it has a significant effect. This explains that the independent variable X2 (self efficacy) has a positive and significant effect on the dependent variable Y (work readiness) which means that the effect is in the same direction with a strong influence based on the significant value.

Self Efficacy is a person's belief in the abilities and skills possessed in dealing with certain activities to achieve success. With this, the self efficacy variable is very influential on work readiness. This shows that the higher the self efficacy possessed by the participants, the higher the work readiness of the participants so that the participants will be better prepared to enter the world of work, and vice versa, if the participants' self efficacy is low, the participants will find it more difficult to enter the world of work because they do not have confidence in their own abilities. This unidirectional effect explains the positive value of the results of the partial test conducted or the self efficacy t test on work readiness.

However, what needs to be considered is that some of the respondents' bad answers strongly disagreed with the statement of the self efficacy variable.



Respondents answered that their life experiences did not achieve success, individuals who did not have enthusiasm and gave up easily, attitudes were not always positive, were not sure in making decisions about their potential and had a negative view. In this case, the trainees believe in the importance of the influence of self efficacy to enter the world of work so as to increase the work readiness of the trainees.

The results of this study are supported by previous research conducted by Wiharja, et al (2020) which states that the self efficacy variable has a significant effect on work readiness. This shows that the higher the self efficacy possessed by the participants, the higher the work readiness of the participants so that the participants will be better prepared to enter the world of work, and vice versa, if the participants' self efficacy is low, the participants will find it more difficult to enter the world of work because they do not have confidence in their own abilities. This unidirectional influence explains the positive value of the partial test results conducted or the t test of self efficacy on work readiness and research by Elfranata, et al (2020) which states the same thing, therefore partially self efficacy has a positive and significant effect on work readiness, so H2 is accepted.

3. The Effect of Training and Self Efficacy on Work Readiness

Based on the results of research that has been done that training and self efficacy together (Simultan) have a positive and significant effect on work readiness. Training and self efficacy affect work readiness because training will increase skills, increase confidence and increase work productivity. So that the higher the level of training and self-efficacy of Tourism Vocational participants at the Medan Vocational and Productivity Training Center, the higher the work readiness of these participants. Vice versa, the lower the level of training and self-efficacy possessed by the Tourism Vocational trainees at the Center for Vocational Training and Productivity in Medan, the lower the work readiness of the trainees which is explained by simultaneous testing or f test conducted with a value of 38.366 units.

Based on the results of the research and the theory above, it can be concluded that work readiness is influenced by increased training and self efficacy in order to increase that training and self efficacy have a positive and significant (simultaneous) effect on work readiness, so H3 is accepted.



V. CONCLUSION

Based on the results of the research and discussion that has been presented in the previous chapter, the following conclusions can be drawn:

1. Training has a positive and significant effect on work readiness in Tourism Vocational Training Participants at the Medan Vocational and Productivity Training Center, so it can be stated that H1 is accepted.
2. Self Efficacy has a positive and significant effect on work readiness on Tourism Vocational Training Participants at the Center for Vocational Training and Productivity in Medan, so it can be stated that H2 is accepted.
3. Training and Self Efficacy have a positive and significant effect on work readiness on Tourism Vocational Training Participants at the Center for Vocational Training and Productivity in Medan, so it can be stated that H3 is accepted.

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