

ABSTRAK

Penelitian ini dilatarbelakangi oleh adanya kesenjangan antara kompetensi lulusan dengan kebutuhan industri (*Competency mismatch*) yang menyebabkan rendahnya *Work Readiness* pada Generasi Z. Penelitian ini dilakukan untuk mengetahui bagaimana kondisi *Self-Efficacy*, Gender dan *Work Readiness* Generasi Z di Kota Bandung, serta untuk mengetahui bagaimana pengaruh *Self-Efficacy* dan Gender terhadap *Work Readiness* Generasi Z di Kota Bandung secara parsial dan simultan. Metode yang digunakan dalam penelitian ini yaitu metode kuantitatif deskriptif. Pengambilan data menggunakan teknik purposive sampling dengan subjek penelitian berjumlah 385 Generasi Z di Kota Bandung. Hasil penelitian ini menunjukkan bahwa *Self-Efficacy* dan *Work Readiness* Generasi Z di Kota Bandung berada dalam kategori tinggi yang berarti dinilai cukup baik oleh responden. Gender sebagai variabel dummy, menunjukkan bahwa responden penelitian didominasi oleh perempuan sebesar 73,2%, sedangkan laki-laki sebesar 26,8%. *Self-Efficacy* memiliki pengaruh positif dan signifikan terhadap *Work Readiness*. Sedangkan Gender tidak berpengaruh signifikan terhadap *Work Readiness*. Tetapi, *Self-Efficacy* dan Gender secara bersama-sama berpengaruh signifikan terhadap *Work Readiness* Generasi Z di Kota Bandung. Penelitian ini dapat memberikan kontribusi berupa pemahaman mengenai pentingnya *Self-Efficacy* serta faktor gender dalam mempersiapkan diri menghadapi dunia kerja.

Kata Kunci: Gender, Generasi Z, *Self-Efficacy*, *Work Readiness*

ABSTRACT

This study is motivated by the gap between graduate competencies and industry requirements (competency mismatch), which causes low work readiness among Generation Z. The research aims to assess the Self-Efficacy, Gender, and Work Readiness of Generation Z in Bandung, and to determine the influence of Self-Efficacy and Gender on their Work Readiness, both individually and simultaneously. A descriptive quantitative method was employed. Data collection utilized purposive sampling, involving 385 Generation Z subjects in Bandung. The results indicate that Self-Efficacy and Work Readiness among Generation Z in Bandung fall into the high category, meaning they are rated favorably by respondents. Regarding gender treated as a dummy variable—the study population was predominantly female (73.2%) compared to male (26.8%). Self-efficacy was found to have a positive and significant influence on work readiness, whereas gender did not have a significant effect on its own. However, self-efficacy and gender combined exerted a significant influence on the work readiness of Generation Z in Bandung. This study contributes to an understanding of the importance of self-efficacy and gender factors in preparing for the workforce.

Keywords: Gender, Generation Z, Self-Efficacy, Work Readiness