

# The Influence of Information Technology and the Development of Soft Skills of the Millennial Generation in Facing the World of Work in the Final Semester Students of the Management Study Program Faculty of Economics and Business, Pancasakti University Tegal

1<sup>st</sup> Agnes Dwita Susilawati  
*Management Study Program, Faculty of  
Economics and Business  
Pancasakti Tegal University  
Tegal, Indonesia*  
[agnes\\_dwita@upstegal.ac.id](mailto:agnes_dwita@upstegal.ac.id)

2<sup>nd</sup> Ira Maya Hapsari  
*Management Study Program, Faculty of  
Economics and Business  
Pancasakti Tegal University  
Tegal, Indonesia*  
[iramaya@upstegal.ac.id](mailto:iramaya@upstegal.ac.id)

3<sup>rd</sup> Setyowati Subroto  
*Management Study Program, Faculty of  
Economics and Business  
Pancasakti Tegal University  
Tegal, Indonesia*  
[titie.putri@gmail.com](mailto:titie.putri@gmail.com)

4<sup>th</sup> Putri Aulia Nisfi Awaliyah  
*Management Study Program, Faculty of  
Economics and Business  
Pancasakti Tegal University  
Tegal, Indonesia*

5<sup>th</sup> Deddy Prihadi  
*Management Study Program, Faculty of  
Economics and Business  
Pancasakti Tegal University  
Tegal, Indonesia*  
[deddyprihadi@upstegal.ac.id](mailto:deddyprihadi@upstegal.ac.id)

6<sup>th</sup> Bei Harira Irawan  
*Management Study Program, Faculty of  
Economics and Business  
Pancasakti Tegal University  
Tegal, Indonesia*  
[beiharira@gmail.com](mailto:beiharira@gmail.com)

**Abstract**—The current era of globalization has been increasing and has strong competitiveness between companies encouraging each university to improve the quality and readiness of students to enter the world of work. Facing increasingly fierce job competition, the Faculty of Economics and Business, Pancasakti University Tegal is trying its best to create graduates who are professional, competent, and highly competitive globally. The Management Study Program strives to produce students who are ready to work, creative, innovative and have a high entrepreneurial spirit. This study aims to investigate the impact of information technology and soft skill development on the millennial generation's preparedness for the workforce. The population consists of 303 undergraduate students enrolled in the Faculty of Economics and Business class 2021-2022 at Pancasakti Tegal University, with a research sample of 172 respondents. Purposive sampling was employed to select participants, and data analysis was conducted using Multiple Linear Regression analysis with SPSS data processing tool version 23 for windows. The analysis revealed a significant positive relationship between

Information Technology (X1) and readiness for the workforce (Y), as evidenced by a t-count of 6.077 exceeding the critical t-value of 1.974 ( $p < 0.001$ ). This supports the acceptance of H1. The analysis revealed no significant relationship between Soft Skills (X2) and readiness for the workforce (Y), as evidenced by a calculated value of 0.234, which is less than the critical t-value of 1.974 ( $p = 0.219$ ). This leads to the rejection of H2. The influence of Information Technology and Soft skills has an influence on facing the world of work was determined to be 52.0%, while the remaining 48.0% of the variance can be attributed to other factors that were not included within the scope of this study such as hard skills, work motivation, communication and so on. This research can also be used as a reference for students in developing further research.

**Keywords**— *Information Technology; Soft Skills; Millennial Generation; World of Work*

## I. INTRODUCTION

The era of globalization is increasing and competitive between companies and government agencies to improve the quality and performance of their employees. In this case, The Indonesian education system is vital for producing and growing prospective workers who are skilled and have qualified abilities. One of the skills that must be possessed by prospective workers is Information Technology which will not be separated from our lives, because Information Technology has existed for centuries and until now continues to develop [1]. Higher education as a place to produce a young generation who have competencies and expertise in accordance with their fields so that they can keep pace and face every challenge in the world of work. The world of work is a world full of challenges for everyone without exception and must face these challenges [2].

The Faculty of Economics and Business, Pancasakti University of Tegal is one of the private universities that is committed and serious in providing the best educational services for the education level with a competency-based curriculum. In facing the challenges of today's increasingly competitive world of work, this Faculty, especially management study program tries its best to create graduates who are superior and competent in accordance with their knowledge, professional and highly competitive graduates. With this, the management study program, equips its students with knowledge that will be used when transitioning into the workforce. Students of the management study program are not only expected to be able to engage in business and must also be able to master Information Technology. In mastering Information Technology itself, there are several things that are needed in facing the current world of work, ease of exchanging information and ease of access. Not only in mastering information technology, students are also expected to have good skill development so that they can compete in the tight world of work. The development of work skills that are considered very important in job readiness includes soft skills, where soft skills are an ability or skill that is non-technical, invisible and is the result of learning that is indirectly obtained but requires activities to develop soft skills through training or other experiences [3].

Students of the management study program of the Faculty of Economics and Business, UPS Tegal, Class of 2021-2022 can be said to be included in the Millennial Generation or Generation Y, where the generation is more likely to be flexible and likes freedom and personal matters. One of the most prominent traits of the millennial generation is their extensive use and comfort with digital media platforms and the spirit of following technological advances [4]. The phenomenon that occurred in students of the management study program was conducted pre-observation and interviews by researchers that it was found that some students who already had a good mastery of information technology were only 78% and had good soft skills only 70% of 40 students randomly. This is because current students or called the millennial generation use information technology, especially only the use of the internet, such as the use of social media, but do not master some software that will be used in the

world of work. While in soft skills tend to lack experience, lack of sense of responsibility, cooperation is very minimal, they tend to be cool with their own world, even though in the world of work the ability to communicate cooperation or teamwork, the responsibility that each individual has, honesty is the main factor and to be able to adapt in the surrounding environment[2]

In work readiness, a person must be able to show harmony between physical maturity, learning experience and mental maturity so that the person can carry out activities or activities related to work. It is very necessary to look at the scale of work readiness based on components, namely accountability, adaptability, abilities, communication, self-perception, and occupational health and safety [5].

## II. METHOD

This quantitative study utilizes primary data collected from 303 final-semester students enrolled in the Management program at the Faculty of Economics and Business, Pancasakti Tegal University, during the 2021-2022 academic year. The Slovin formula was used to determine the sample size where a calculation is used to calculate the minimum number of samples of the unknown population [6] and the sample was determined to be 172 students. The data collection technique uses interviews, observations and questionnaires. Data processing tools using SPSS version 23 for windows, statistical descriptive data analysis techniques, classical assumption tests, multiple linear regression, partial tests (t test), simultaneous tests (f test), determination coefficients ( $R^2$ ) [7].

## III. RESULTS AND DISCUSSION

There were 172 respondents who were sampled from the final semester students enrolled in the Management program during the 2021-2022 academic year at the Faculty of Economics and Business, UPS Tegal, with a composition of 63.05% female respondents while 36.95% were male.

### Variable Description

The following section presents the descriptive statistical analysis f results or all research variables..

TABLE I. DESCRIPTION OF RESEARCH VARIABLES

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Information Technology	172	9	41	29.44	7.135
Soft Skill	172	21	50	34.77	5.390
World of Work	172	18	43	32.94	5.077

The Information Technology variable has a mean of 29.44, soft skills of 34.77 and the world of work of 32.94. This shows that the respondents agree with the items stated. Then the results of each standard deviation can be stated that the data are scattered and different from each other.

#### Hypothesis Test Results

Here are displays the hypothesis testing results conducted using Multiple Linear Regression Analysis

TABLE II. RESULTS OF MULTIPLE LINEAR REGRESSION ANALYSIS

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Mr.
	B	Std. Error	Beta		
1 (Constant)	27.385	2.536		10.800	.283
Information Technology	.068	.063	.095	6.077	.000
Soft Skill	.102	.083	.109	0.234	.219

a. Dependent Variable: WORLD OF WORK

Source : primary data processed, 2024

Based on Table 2, the linear regression equation for this study can be determined:

$$Y = a + b_1x_1 + b_2x_2 + \dots + e$$

$$Y = 27,385 + 0,068 x_1 + 0,102x_2 + e$$

The multiple linear regression equation, as shown in Table 2, includes a constant term of 27.385. This constant represents the predicted value of the dependent variable when all independent variables are zero. The regression coefficient for Information Technology (X<sub>1</sub>) is 0.068, indicating that it has a positive influence on readiness for the world of work. The regression coefficient for soft skills (X<sub>2</sub>) is 0.102, means that soft skills have an effect on the world of work.

Here are test results partial test

TABLE III. TEST RESULTS T

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Mr.
	B	Std. Error	Beta		
1 Constant)	27.385	2.536		10.800	.283
Information Technology	.068	.063	.095	6.077	.000
Soft Skill	.102	.083	.109	0.234	.219

a. Dependent Variable: World of Work

Source : primary data processed, 2024

Table 3 of Information Technology, the tcount value is 6.077 > table 1.974 with a significant value of 0.000, then this means that H<sub>1</sub> is accepted, which means Information Technology (X<sub>1</sub>) has a positive and significant influence in facing the world of work (Y). This shows that students of the FEB UPS Tegal management study program have a high mastery of Information Technology to be used as a tool to facilitate communication and ease of collaborating with

colleagues or other people. It aligns with research [8], [9]. While Soft Skills have a calculated value of 0.234 < 1.974 with a significance value of 0.219, means H<sub>2</sub> is subtracted, so soft skill (X<sub>2</sub>) has no effect on facing the world of work (Y). With this, it can be interpreted that there is still a lack of understanding or awareness of students of the FEB UPS Tegal management study program about the importance of soft skills. Meanwhile, according to Thomas J and James M. Citrin 1999 in [10] said the crucial for success is determined by 90% soft skills, therefore it is necessary to have support from the Faculty to always hold training or seminars on soft skills for readiness in the world of work. This findings are contrary to previous studies [11] and [12] indicated soft skill ability has a positive and significant effect on job readiness. Higher education support provides the attention needed by a student graduate and for students classified as millennials to continue to develop soft skills by reading a lot, and utilizing gadgets as a learning medium.

Here are the test results Test f

TABLE IV. TEST RESULTS F

ANOVA					
Model	Sum of Squares	df	Mean Square	F	Mr.
1 Regression	138.459	2	69.229	2.740	.000b
Residual	4269.838	169	25.265		
Total	4408.297	171			

A. Dependent Variable: World of Work

B. Predictors: (Constant), Soft Skill, Information Technology

Table 4 above indicated a Fcal value of 2.740 which has a higher value than the Ftable value of 2.66 and a significance value of 0.000. So in this case, Information Technology and the development of Soft Skills all have a significant influence on facing the world of work.

Here is the determination coefficient (R<sup>2</sup>) test

TABLE V. DETERMINATION COEFFICIENT TEST RESULTS

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.177a	.631	.520	5.026

a. Predictors: (Constant), Soft Skill, Information Technology

b. Dependent Variable : World of Work Y

The determination coefficient test in table 5 above indicated Adjust Square value is 0.520, means the Information Technology and Soft Skills have an influence e on facing the world of work by 52.0%, the remaining 48.0% are influenced by other factors that are not included in this study such as hard skills, work motivation, communication and so on.

#### IV. CONCLUSIONS

Referring to the results of the study, it can be concluded that Information Technology has an effect on millennial generation students of management study programs in facing the world of work with the results of statistical tests obtained a t-value of  $6.077 > t\text{-table } 1.974$  with a significant value of 0.000, this means that H1 is accepted. While soft skills do not affect millennial generation students of management study programs in facing the world of work with the results of statistical tests obtained t-values of  $0.234 < 1.974$  with a significant value of 0.219, this means that H2 is rejected. Information Technology and Soft skills have a joint influence on millennial generation students of management study programs in facing the world of work with the results of statistical tests of the F-value of 2.740 which has a higher value than the F-value of 2.66 and a significance value of 0.000. Based on the results of this study, the parties directly involved in facing the world of work for millennial generation students of the FEB UPS Tegal management study program should continue to improve their mastery of information technology by providing attention and support in the form of computer training, especially related to the world of work, and also the importance of soft skills for students. The form of attention from the faculty often holds training or workshops with learning models that support the improvement of soft skills or by involving students of the management study program in activities held by the study program.

#### REFERENCES

- [1] and M. S. R. Lina, Tirsa Ninia, "Analysis of Land Use Change in Bantul Regency Using Geoprocessing Technique," in In International

- Conference of Computer Science and Engineering Technology (ICCSET), edited by Universitas Muria Kudus, 2018, p. 506.
- [2] Hasibuan M.S, Human Resource Management. Jakarta: PT. Bumi Aksara, 2011.
- [3] A. S. Suci Mulya Lestari, Iswan, "THE EFFECT OF DIGITAL LITERACY AND THE EFFECTIVENESS OF THE SIKAD APPLICATION ON THE QUALITY OF SERVICE AND STUDENT SATISFACTION OF THE FACULTY OF EDUCATION, UNIVERSITY OF MUHAMMADIYAH JAKARTA," J. Instr., vol. 2, no. 1, pp. 41–46, 2020.
- [4] Slamet Teguh Prakoso, "The Role of Soft Skill Capabilities in the Millennial Generation to Improve Facing the World of Work," Sultan Agung Islamic University, Faculty of Economics, Management Study Program, Semarang, 2023.
- [5] M. R. Mardin, "The Effect of Soft Skills and Hard Skills on the Work Readiness of Final Year Students of the Sharia Banking Study Program Iain Palopo," p. 109, 2021.
- [6] Suliyanto, Business Research Methods. Yogyakarta: Andi Offset, 2018.
- [7] Sugiyono, Quantitative, Qualitative and R&D Research Methods. Bandung: Alfabeta, 2014.
- [8] N. Apriliana, The Influence of Technology Mastery, Work Skills Development and Soft Skills on Student Work Readiness in Facing the World of Work. 2022.
- [9] Rachman T, "Human Resource Management," Angew. Chemie Int. Ed., vol. 6, no. 11, pp. 951–952, 2018.
- [10] "Urgensi Soft Skill." [Online]. Available: <https://ekorantt.com/2023/03/19/urgensi-soft-skill/>
- [11] J. D. Ayaturrahman and I. Rahayu, "The Impact of Soft Skills on Student Job Readiness in the Industrial Era 4.0," Proceedings Natl. Conf. Account. Financ., vol. 5, pp. 169–175, 2023, doi: 10.20885/ncaf.vol5.art19.
- [12] F. Hamdani et al., "The importance of developing soft skills of the millennial generation in facing challenges after the Covid-19 pandemic," Indones. Empowered, vol. 3, no. 3, pp. 485–494, 2022, doi: 10.47679/ib.2022245.