

# Revealing the Work Readiness of Fresh Graduates in the Capital City Environment New Country

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## Abstract

This study looked at how work readiness for fresh graduates in the capital of the new country, especially fresh graduates in the city of Samarinda. The research was carried out with the aim of determining the work readiness of fresh graduates in finding jobs in the capital of the new country. This type of research is carried out using qualitative research methods using phenomenological methods. The data collection method used in this study was by interviews and observations. The subjects of the study were also determined using purposive sampling techniques. This research also uses data analysis techniques in the form of preparing data, reading the entire data, coding data, applying the results of data coding into several themes to be analyzed, presenting several themes in the form of narratives and interpreting data. The results of this study showed that the four subjects, namely AKP subjects, WDY subjects, JSF subjects, and LND subjects had similar work readiness even though the four subjects had different backgrounds. The main factors of fresh graduate work readiness are interest, knowledge, physical condition, and personality, so that the four subjects are believed to have good work readiness in the new national capital environment.

*Keywords:* job readiness, fresh graduate, capital of the new country.

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## 1. Introduction

In August 2019, President Jokowi announced the news of the relocation of the new capital in his official speech. He plans to move the new national capital to Penajam Paser Utara regency and Kutai Kartanegara regency in East Kalimantan province. Various problems in DKI Jakarta are the reasons for the transfer of IKN to Penajam Paser Utara. In terms of economic growth and equity, government and commercial activities based in DKI Jakarta hinder the growth of new economic centers outside Java Island (Hasibuan, 2020), then in terms of ecology, the reason for the need to move IKN is because DKI Jakarta is too dense, full of permanent buildings, lack of water source reserves, and air pollution (Hutasoit, 2018). In terms of disasters, flash floods that often hit DKI Jakarta are one of the fundamental issues that support the idea of relocating IKN (Yahya, 2018), while according to Ridhani et al. (2021) from a social point of view of the population, the rapid surge in urbanization and social inequality between high-income and low-income people are also factors that strengthen the number of IKN transfers.

As a result of the discussion on the plan to move the national capital by the Bumi Institution, the Alliance of East Kalimantan Regional Community Organizations expects improvements in the field of education. According to the profile of Samboja sub-district in 2019, when viewed from the number of people at the education level, it is known that the educational background of the community is dominated by elementary school graduates of 487 people. The community expects development in the field of education to support the relocation of the national capital (Dewi et al. 2020). The relocation of the capital city is beneficial for the people of East Kalimantan, especially for *fresh graduate* students who are preparing to work in the environment of the new national capital.

Students have two characteristics of a prominent intellectual wave, namely a young man and an aspiring intellectual. Students have different views on the world of work and of course also have different desires to work, be it in agencies or other jobs that can make success in the future. As a millennial generation, students must have good abilities to prepare for their future careers by looking for information about the desired job, as well as participating in *soft skills* training to be able to improve their abilities before entering the world of work. It is important that there is an *agent of*

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*change* role that is firmly attached to students, so that students as the next generation can be ready to enter the world of work after graduating from college. Students who have just graduated from college are usually referred to as *fresh graduates*, where a new student graduates from college and prepares to enter the world of work (Nurjanah, 2018).

Based on data from the Central Statistics Agency (BPS), the results of the population census (SP2020) in September 2020 recorded the total population of Indonesia at 270.20 million people. This number increased by 32.56 million people compared to the results of SP2010. With a land area of 1.9 million km<sup>2</sup> in Indonesia, Indonesia's population density is 141 people per km<sup>2</sup>. The rate of Population Growth per Year during 2010-2020 averaged 1.25 percent, slowing down compared to the 2000-2010 period of 1.49 percent. Starting from the age of 15-64 years is a population of productive age, students are also one part of the productive age who are very capable of finding a job (BPS, 2020). Because the population is increasing every year, it is necessary to develop more than students to be able to find a job. *Fresh graduate* as college graduate students (undergraduates) has more options, expectations, job opportunities, and career development that are more open than individual school graduates. One of the things that *fresh graduates* need to have when they want to find a job is job readiness. The factor of *fresh graduates* who do not have or get a job because they do not have such a thing as *skills*, *skills* are needed by companies so that their chances are small to be able to enter the world of work if they do not have *skills*. Therefore, it is important for students to have work readiness (Firdaus & Cahyanti, 2022).

According to Ihsan (2017) work readiness is in the form of a condition that allows individuals to work immediately after completing education without requiring a period of time-consuming adjustment. Firdaus and Cahyanti (2022) revealed that for an individual to have high work readiness, several things need to be considered, namely the abilities possessed according to their respective fields, self-character, intelligence and broad knowledge, as well as understanding to process information and be able to have a job comfortably, so that the student can achieve success in the world of work. Firdaus and Cahyanti (2022) also conducted a study that discussed job readiness, in which the study highlighted how *fresh graduates* deal with their initial jobs rather than just getting a job. Dacre Pool and Sewell (2007) also looked at the skills, knowledge and understanding gained by *fresh graduates* in their respective studies. However, *fresh graduates* who have gotten a job also have a problem, such as job and ability discrepancies, this is what makes them move around. One example of the reason they move around is when they find it difficult to determine their career path, they just try a lot of jobs. Some of the *fresh graduates* also don't understand what job they want so when they start working and are not suitable, they will try to find another job (Firdaus & Cahyanti, 2022).

According to Ihsan (2017), there are factors that affect work readiness, including the following: 1) Level of intelligence, ability to think and act quickly and precisely, 2) Practical experience, application of theories that have been learned to daily life, 3) Objectives in entering the world of work, individual expectations in placing themselves in carrying out work activities, 4) Skills, ability possessed to place themselves and take a role in accordance with the environment, 5) The family environment, the social environment closest to the individual so far, 6) Values, a standard of behavior that has been believed and psychologically has been integrated with the individual, 7) Physical state, this state that allows the ability to function body organs in carrying out physical activity, 8) Interest, attraction individual as a form of ability to carry out an activity, and 9) Motivation, a conscious effort to move, direct, maintain behavior so that a person is encouraged to do something so as to achieve a result and goal. The emergence of the phenomenon of job readiness that is not owned by *fresh graduates* or the situation of *fresh graduates* who do not really understand the job they want makes them hampered in getting a job and also the lack of job vacancies in the *fresh graduate* area.

The reason why the researcher chose the title of this study is because judging from the profile of the Samboja sub-district in 2019, it can be seen based on the number of residents at the education level, it is known that the background Community education is dominated by 487 elementary school graduates. The Penajam Paser Utara area, which is still a disadvantaged area, allows for development in the area which will result in many job vacancies for *fresh graduates*. Therefore, researchers want to examine the work readiness of *fresh graduates* who are in the environment of the capital of the new country.

Seeing the conditions above, researchers felt the need to conduct interviews to find out more about the job readiness of *fresh graduates* in the new national capital environment. Based on the results of an interview on March 22, 2022 via *Whatsapp Video Call*, it was found that the subject had tried a job night in the PPU area but until now there has been no further information about the vacancy. The subject of trying to apply for a job is still around psychiatry or that he is interested in for reasons of the subject who has not held his S1 diploma. In the PPU area itself is included in the underdeveloped area with a low economy and plus recently there is a problem that occurs in the local area,

according to the subject, this is enough to disrupt the course of the economy there and make people have not dared to open job vacancies, especially related agencies, and in PPU have not been able to embrace local human resources in terms of the opening of job vacancies, the subject hopes that job vacancies in the PPU can cooperate more with local residents than human resources from other cities. According to the subject, it is a challenge in finding a job in the capital of the new country which is included in this underdeveloped area, therefore local residents must be able to explore the abilities or *soft skills* they have so that they are not inferior to human resources from other cities.

Based on the description above, it is known that there are still many *fresh graduates* who are in the new capital city who need work this happens because of several factors, one of which is the skills, ability to place themselves and take on roles in accordance with the environment. Skills can be obtained from the work readiness of *the fresh graduates* themselves. Therefore, researchers are interested in researching further on "Uncovering *Fresh Graduate* Work Readiness in the New National Capital Environment".

## 2. Research Method

### 2.1. Types of Research

This research is a qualitative study with theme analysis. The selection of qualitative methods in this study was because the researcher wanted to see the characteristics of work readiness of students who had just completed their education as *fresh graduate* students in the capital of the new country. Researchers also want to see *fresh graduate responses* to the relocation of the new nation's capital.

This phenomenological research uses qualitative survey methods with open questions, to explore population diversity without the limitations of empirical cycles and coding methods. This research focuses on the work readiness of *fresh graduates* in the new national capital environment.

### 2.2. Research Subjects

The participants involved in this study were 4 people. The criteria for the selected participants are: a fresh graduate student who is living in the new national capital environment so that the research results can represent the fresh graduates in carrying out work readiness in the new national capital environment. Researchers used purposive sampling participant selection techniques and researchers used informed consent to obtain consent from participants involved in the study.

### 2.3. Data Collection Methods

Researchers conduct interviews, namely in-depth interviews to obtain information, as well as make observations by taking notes to strengthen the alleged work readiness of *fresh graduates* during and after the interview process. Researchers took data on several *fresh graduate* students at Mulawarman University. Researchers will contact participants who meet the criteria and conduct interviews through the *Google Meet* application, while observations will be carried out in the application of *Google Meet* during the interview. In the interview process, because it is still in a pandemic that makes researchers unable to conduct *interviews in an in-depth interview*, researchers conduct online interviews to be able to find out thoroughly the work readiness that participants have prepared. These in-depth questions allow participants to tell the readiness of what work is being done in the environment of the new national capital and researchers can youngly group participants' answers based on questions.

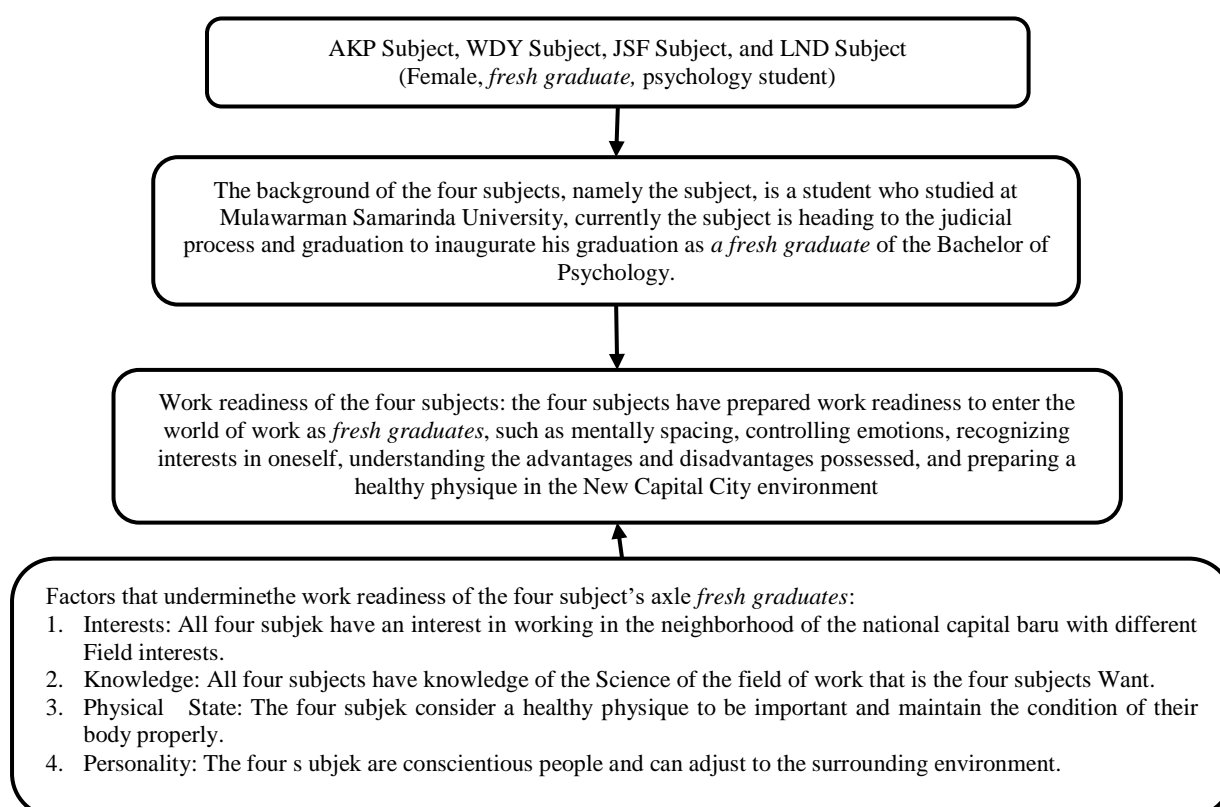
### 2.4. Data Analysis Techniques

This research uses qualitative techniques consisting of several stages ranging from data collection, data reduction, data presentation, and drawing conclusions or verification. Data analysis starts from preparing the data obtained, organizing data ranging from text data, photos that are analyzed and reduced to coding and finally presenting data in the form of tables, charts or discussions of the data that has been analyzed.

### 3. Results and Discussions

#### 3.1. Results

Four subjects who were *fresh graduate* students living in the new nation's capital environment agreed to participate in this study. One *fresh graduate* subject who graduated in 2021 and three *fresh graduate* subjects who graduated in 2022. This research can provide characteristics that represent *fresh graduates* in carrying out work readiness considering that the participants involved have represented every *fresh graduate* student who live in the neighborhood of the capital of the new country. All four subjects are freshly graduated students. The Figure 1 is a visualization of the findings of the research results on the characteristics of work readiness of *fresh graduate* students in the capital of the new country.



**Figure 1.** Dynamics of work readiness characteristics of *fresh graduate* students in the capital of the new country

The analysis of this study succeeded in uncovering the factors that cause participants to carry out work readiness in the capital of the new country, namely: interests, knowledge, physical state, and personality. The following is an explanation of each of the factors that occur in the interview results.

##### 3.1.1. Interest

Interest is a person's tendency to achieve something needed so that he is encouraged to carry out activities in meeting his needs (Simbolon, 2013). The form of interest in this research includes an interest in working in the capital of a new country, an interest in working in the administrative field, and an interest in working in the field of recruitment and selection (S1, S2, S3, S4). According to participants, having an interest in a certain field is quite good, especially having an interest in working. Have an interest in working in the neighborhood of the new capital and on the field, they are interested in can make them more excited and earnest in pursuing the work they do. Having a high interest in something makes participants more motivated to work harder (S1, S2, S3, S4).

### 3.1.2. Knowledge

Knowledge is the entire conscious effort to investigate, discover, and improve human understanding from various aspects of reality in the human realm (Dafrita, 2015). The form of knowledge in this study includes knowledge for job vacancy information and the ability to understand the information possessed in the fields of work of interest (S1, S1, S3, S4). According to participants, having extensive knowledge will make it easier for them to get the job they want. It is this knowledge that can help participants to compete in the world of work fresh graduates (S1, S2, S3, S4).

### 3.1.3. Physical State

Physical conditions can be in the form of height, handsome and beautiful, visual acuity, and good hearing, having high or low muscle strength and gender (Muspawi & Lestari, 2020). In this study, physical conditions affected participants' work readiness, where participants felt that maintaining health such as maintaining a diet, maintaining sleeping hours, and regular exercise could help the participants in finding a job.

The physical condition in the results of this study refers to behaviors that can help participants in maintaining their health. Participants admitted that from maintaining health, this can help the participants in competing in finding workers and preparing for work readiness to the maximum. If the participants do not maintain their health, it is possible that the work readiness prepared by the participants is not as good as if the participants are healthy (S1, S2, S3, S4).

### 3.1.4. Personality

Personality is a characteristic trait and behavior of a person that distinguishes him from others, the integration of all individual characteristics into a unique unity that determines and is modified by his efforts in adjusting to a continuously changing environment (Hasanah, 2015). The personality form in this study includes an attitude of self-confidence, meticulousness, and doing things systematically (S1, S2, S3, S4), according to participants with confidence can make them prepare themselves to work well as new graduates.

High self-confidence fosters participant motivation and trains participants to withstand all pressures, participants feel lucky to have a personality that refers to accuracy when working on things, they admit that they really don't like everything that is sudden and rushed so they need to plan all their activities first and then carry them out neatly and systematically. This personality can build participants to dare to compete in the world of work as *fresh graduates*, especially in the environment of the new national capital (S1, S2, S3, S4).

## 3.2. Discussions

This study discusses how work readiness for *fresh graduates* in the capital of the new country. The subjects selected in this study were four early adult women who were *fresh graduates*. According to Putri (2019) the period when the individual is ready to take on roles, assume responsibility, receive social status, time to work, participation in social relations of society, and relationships with the opposite sex. Herawati and Hidayat (2020) also argue that one of the developmental tasks that must be done to become early adulthood is to relate to the social world.

As an adult, his roles and responsibilities are naturally evolving. Where it has begun to be able to eliminate dependence on others, especially on parents economically, socially or psychologically. They will work harder to become more independent people, doing everything they can to make them less dependent on others (Princess, 2019). The researcher decided to take the four subjects who are currently already *fresh graduates* who are preparing to work in the new national capital environment, so these students need good work readiness in order to immediately get the desired job. However, all four subjects felt a sense of concern as the students they have no work experience. This is in accordance with the results of research from Nurjanah (2018) which contains that newly graduated students tend to be more anxious about the job application process than unemployment. This is caused by several factors, namely students lacking soft skills, lack of job information and lack of confidence in their abilities.

The four subjects selected by the researchers, namely the subjects of AKP, WDY, JSF, and LND, have their respective work readiness for themselves in the environment of the capital of the new country. AKP subjects, WDY subjects, JSF subjects, and LND subjects have work readiness that can be considered mature enough for a *fresh graduate* because the four subjects already have an idea of what kind of job the students want. This is also supported by previous research from Sariroh and Yulianto (2018) that a person can be said to be ready to work if he can master all the competencies needed in the world of work that meet the work requirements that everyone must have in their respective fields of work. Work-ready individuals can be reflected in their nature and personality.

The first subject, namely the AKP subject, is a *fresh graduate* student who is female, the subject started his education in 2017. The subject of the AKP has an interest in working in the environment of the capital of the new country which makes this a motivation in finding a job, from this interest the subject of the AKP knows what the subject should prepare to find a job. The subject also maintains a physical state in order to be able to carry out the challenges that exist and also to be able to healthily find a job. According to the subject because each region has its own culture, this is what makes the subject to be able to adjust to the culture that makes the subject know what kind of attitude he should behave.

The second subject, namely the WDY subject, is a *fresh graduate* student who is female, the subject started his education in 2018. The WDY subject has an interest in working in the capital of the new country which according to the subject if working in the capital of the new country can unravel the cost of returning home and also the subject is more aware of the capital area of the new country, this makes it easier for the subject to carry out job readiness and find job vacancies in the capital area of the new country. WDY subjects believe that maintaining physical conditions such as doing sports and living a healthy life will avoid subjects with stress. WDY subjects at work always work on it carefully, systematically, and always make plans, so this is very helpful for the subject in finding a job.

The third subject, namely the JSF subject, is a *fresh graduate* aged 22 years and is female. JSF subjects began their education in 2018. JSF subjects have an interest in working in the new national capital environment in the field of administration which is also supported by the subject's three-month internship experience, when the subject begins to feel stress then the subject will begin to ask tips and tricks from the subject's senior level and tell the subject's concerns to friends and family. JSF subjects prefer to work in the capital of the new country because it does not need to be too difficult to be able to adapt to the environment because the capital area of the new country is close to the subject's hometown.

The fourth subject, namely the LND subject, is a *fresh graduate* student who is female, the subject started his education in 2018. The subject of the LND has an interest in working in the capital of the new country because according to the subject the capital of the new state is in the stage of development which causes many new companies or ventures that require human resources to be hired. The subject of LND is enough to know what opportunities will be needed in the capital of the new country, so that the work readiness that is being prepared by the subject can be maximized and always maintain the physical state so that it is always strong and healthy so that in the process of work readiness and looking for work can run smoothly. The subject of LND assures that by doing tasks in advance, there will be a lot of time that can be had to do other things, so this also helps the subject in carrying out work readiness. This is also similar to the opinion expressed by Muspawi and Lestari (2020) that job readiness is something that a person must have, especially for *fresh graduates*, who are looking for job vacancies. There are four aspects of job preparation, namely 1) the skills necessary to complete some of the necessary tasks develop from the results of training and experience gained, 2) science that makes education a theoretical foundation that empowers him to become an expert in his field, 3) understanding a person's ability to understand or understand something that is already known and remembered so that the work can be done get satisfaction while knowing what you are want, and 4) a personality that encourages a person to reach his inner potential.

All subjects are believed to have carried out work readiness and have an interest in working in the capital environment of the new country due to several factors, including the interest factor that makes it easier for the subject to prepare for work readiness because the subjects already have an interest in working in the capital of the new country. This is in accordance with the results of research proposed by Kurniawati and Arief (2016) revealing that the importance of work interest in improving work readiness. Students need an interest in work as a driver from within students to improve academic and *non-academic* achievement which is their capital to prepare themselves to enter the world of work. Students with a strong work interest will strive to prepare for the world of work. Vice versa, students who are not interested in working tend to be less interested in preparing themselves to enter the world of work.

Another factor that can make the four subjects capable of carrying out work readiness, namely the knowledge factor. Knowledge and skills will make it easier for students to carry out work readiness because with the knowledge and skills of the subject can prepare for a fairly mature work readiness. This is in accordance with the results of research submitted by Sabilah et al. (2021) revealing that work readiness, emotional intelligence, and millennial digital skills are all high. Millennial work readiness levels differ significantly by gender and year of birth, while millennial work readiness levels do not differ significantly by place of residence, employment status, education, status abroad, and blood type. Variables of emotional intelligence and digital skills have a significant positive effect on job readiness.

The four subjects also agreed that adding skills is one of the important work readiness to be prepared, especially in the new capital city environment where there will be more and more companies and new businesses looking for human resources who have *soft skills* or *hard skills*. This is supported by the results of research from Ika Yulianti and Muhammad Khafid (2015) explaining that industrial work experience, motivation to enter the world of work, and components *Soft skill* competence also affects work readiness.

Researchers realize that this study is still not perfect, there are weaknesses, shortcomings and limitations. The researcher feels that it is indeed appropriate to happen as a researcher's learning and subsequent research, in this case the researcher explains the shortcomings, weaknesses, and limitations that occur, including:

- 1) Lack of exploration of theories that can enrich research and research results. According to researchers, the exploration of theories is important to add to the characteristics of psychological science in Indonesia, especially in studying the work readiness of *fresh graduates*.
- 2) Technical obstacles in the field that indirectly make researchers feel that this research is not optimal. When deciding to use qualitative research methods, research is aware of the many interactions that must be built with the subject and research informants.
- 3) This research is *cross-sectional*, that is, it is only studied in one limited time and only to prove the conditions that occurred at the time of the study and the changes that may have been and will occur cannot be observed.

#### 4. Conclusion

The conclusion of the results of this study is that the four subjects who have graduated as *fresh graduates* are carrying out work readiness in the new national capital environment. The four subjects have the ability to work in the capital of the new country, but because the development of the new national capital is still not carried out and the existing vacancies in the capital area of the new country are still small, this makes the subjects to look for job vacancies around the environment of the new national capital. Because the four subjects are East Kalimantan people and the four subjects have something in common, namely they prefer to work in the east Kalimantan area and do not work outside the city like in Java. The four subjects also have the support of family and friends which makes the motivation of the subjects in finding a job.

Advice for *fresh graduate* students is expected to be able to increase their potential, knowledge, and experience during college both through organizations and academics. *Fresh graduate* students really need to have readiness to work, especially in the capital environment of the new country which will be faced with competition and the tight qualifications to enter a company or somewhere that opens job vacancies.

For subsequent researchers who are interested in discussing the readiness of *fresh graduates'* work in the capital environment of the new country, it is hoped that they can focus more on the factors that can affect *fresh graduates* which are related through expert theories so that they can find out what factors can make *fresh graduate* students having difficulty in preparing himself for the world of work, especially in the environment of the capital of the new country. In addition, theories about *fresh graduates* are very minimally found from several research journals so that it is hoped that the next researcher will look for *fresh graduate referrals* in more depth.

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