
**Hard Skills, Soft Skills, and Productivity: Determinants of Income Improvement
Among Vocational Training Graduates**

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Abstract

This study expands the understanding of the impact of hard skills, soft skills, and vocational training by moving beyond a narrow focus on technical abilities to include psychological and social dimensions while exploring the long-term effects on alumni income. It specifically aims to analyze how hard skills, soft skills, and vocational productivity training influence the income growth of alumni from the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi. Utilizing a quantitative methodology, the research draws from primary data collected via questionnaires and secondary data from supporting documentation. The study population consists of all 2024 trainees who completed programs at Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi, with sampling determined by the Slovin formula. Partial data analysis was conducted using t-tests, revealing that hard skills significantly affect income growth with a calculated t-value of 4.600, exceeding the t-table value of 1.985. Similarly, soft skills partially influence income increases with a t-value of 5.901 against the 1.985 threshold, and vocational productivity training also shows a significant partial impact with a t-value of 3.893 compared to the t-table value of 1.985.

Keywords: Hard Skills, Soft Skills, Vocational Training, Income

INTRODUCTION

There are several income-based economic problems which threaten Indonesia's social and economic stability, as well as those within other sectors. The open unemployment rate for Indonesia was reported to be at 4.91% as of August 2024. Therefore, there are still a substantial number of people who have not been able to obtain adequate employment. Youth and graduate students are disproportionately affected by this high level of unemployment. They face an increasing burden to develop new competencies to meet the changing requirements of employers in the job market. In addition to the issues associated with unemployment in Indonesia, its human development index (HDI), which was calculated to be 75.02 in November 2024, also reflects the disparity in education quality that exists throughout the country; specifically in lower-populated, rural and remote locations (Patandung & Panggua, 2022). Furthermore, a significant barrier to employment is the limited availability of vocational training that meets the needs of the marketplace. Additionally, subpar educational opportunities combined with inadequate accessibility to higher education for low-income families limit the opportunity for these families' members to improve their skills, thereby limiting their potential to acquire a job that will enable them to increase their income.

The focus of this research was to look at post-training income development, which is defined as an increase in income experienced by one or multiple individuals as a result of their participation in training programs. The increase can be attributed to expanded capacity, new vocational skills, and improved competitive position in the economy for those trained. As indicated by Mariam & Ramli (2023), post-training income development will occur when there is alignment between the types of training received or the type of activity that the participant is engaged in. Therefore, it appears that the degree to which the content used for training is relevant is a key factor in enhancing income (Mariam & Ramli, 2023).

A large number of community income-generating programs have been developed, which include developing hard skills. Hard skills refer to technical skills used by a particular profession (Sutianah, 2021) and can be referred to as mechanical skills, IT, etc. There is a significant disparity in Indonesia between the skills provided through education and those required by employers. Many people find it difficult to obtain employment opportunities due to the lack of relevance of their current skills to employer needs. Also, there are numerous Indonesian workers without an industry-recognized certification for competency; however, obtaining certifications is a critical factor for proving technical ability (Adam, 2016). National Professional Certification Agency (BNSP) stated that only about 38% of the Indonesian workforce has industry-recognized competency certifications (BNSP, 2024). The informal economy accounts for a considerable portion of Indonesia's total economy. Unfortunately, most informal sector employees do not participate in adequate amounts of technical skill development or competency development to increase productivity. According to Statistics Indonesia (BPS), 60% of Indonesia's employed population works within the informal economy. Moreover, most informal economy workers do not have the necessary skills, training or industry-recognized competency certifications to address changing labor market conditions. As of 2024, the Ministry of Manpower reported that only 20% of informal workers were able to gain access to formal skill development programs.

It is also very important that workers develop soft skills in addition to developing hard skills in Indonesia. Soft skills include teamwork skills, time management and stress management as well as communication and leadership skills, all of which are critical when working in an ever-changing workplace with many challenges (Muhmin, 2018). There are still major issues with the development and implementation of soft skills in Indonesian workplaces. For example, many employees have difficulty articulating ideas or persuading others. Additionally, most students do not feel confident enough to express themselves verbally. Sumanto & Sasi (2024) further explain that Indonesia has a tendency to focus on students achieving academically and having strong technical skills, but does not provide adequate opportunity for developing soft skills.

Beyond the need for hard and soft skill development, vocational education is another highly specialized field requiring a great deal of focus. Vocational education provides an educational route designed to develop a skilled workforce that will be ready to enter the workplace when they are finished with their training (Suherman et al. 2024). In Indonesia, many vocational training centers (such as the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi) are providing a significant amount of support to enhance workforce competency through the development of both the hard technical skills and the interpersonal-professional soft skills. The various types of training programs provided by the vocational training institutions provide students with enhanced capacity to contribute to increased productivity at all levels. Increased productivity will ultimately have a direct impact on a student's ability to increase their long-term income after graduation.

Previous studies have investigated the relationships between training programs and the various types of skills (soft or hard), as well as how they affect an individual's performance (Novitasari & Fahlia, 2021; Khoirudin, 2024; Ratnasari & Thiyarara, 2020; Ericsson et al., 1993; Suherman et al., 2024; Sutianah, 2021; Muhmin, 2018; Sumanto & Sasi, 2024). The main difference for this research is that it has a narrower focus than previous studies. While previous studies examined general employee performance and overall well-being, the purpose of this research is to investigate income growth, another basic measure of economic welfare, and long-term effects on alumni after their training.

Training that combines both types of skills will enhance an individual's competitiveness in the labor market. Those who maintain a balance between hard and soft skills are more likely to be able to adapt to the ever-changing landscape of professionalism and develop entrepreneurial skills within their primary employment as well. Also, the mastery of soft skills will improve job satisfaction and personal well-being. Yet, while vocational training has been provided by many institutions, the effective outcome of these programs on the income levels of alumni needs further study. In this study, income level is defined as long-term financial outcomes which have been directly or indirectly influenced by hard skills, soft skills, training, etc.

Some of the centers that are focused on developing hard skills, soft skills, and vocational training are the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi, an Indonesian leader in vocational education, with the ability to significantly affect income increases of their alumni through multiple program offerings. The vocational training at Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi offers the students several options,

including welding and electronics, such as fiber optic technicians, audio-video technicians, mobile phone technicians, VSAT technicians, surface mount technology, industrial electronic automation operators, and instrument or control operators. In addition, the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi provides refrigeration training, including split AC cooling technicians, commercial refrigeration technicians, and refrigerator technicians. Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi also provides Information and Communication Technology (ICT) training in client-server programming, graphic design, computer technicians, mobile programming, database programming, movie animation, web development, IT software solutions for business, network professionals, cloud computing, animation, and warehousing. Finally, Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi provides tourism training in housekeeping and food and beverage services.

The Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi was chosen as the research location because it is a Unit Pelaksana Teknis (UPT) under the Indonesian Ministry of Manpower, with a national mandate to develop work competency and productivity standards. Unlike Balai Latihan Kerja (BLK), which has a limited scope, BBPVP Bekasi manages cross-sector training programs ranging from manufacturing, information technology, and electronics to tourism, resulting in graduates representing a substantial diversity of work contexts. From an economic perspective, Bekasi is located within the Jababeka Cikarang Karawang industrial corridor, one of the largest industrial areas in Southeast Asia. This institutional proximity between the training institution and the industrial labor market creates ideal conditions. Training alumni have direct access to the demand for skilled labor, allowing for measurable impacts of training on income.

Therefore, it is essential to examine how hard and soft skill competencies, along with vocational and productivity training, contribute to the long-term income growth of alumni. This study aims to explore the influence of hard skills, soft skills, and vocational productivity training on the income enhancement of alumni from the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi and to provide recommendations for the development of more effective training programs.

REVIEW OF LITERATURE

The hierarchy of needs is a theory that describes how technical skills relate to fundamental human needs. Maslow (2000) developed a need hierarchy model, which defines human needs in terms of six categories, including physical, safety, social, esteem, and self-actualization. Hard and soft skills have an important role in meeting the basic human needs, i.e., safety and economic security, through improving an individual's ability to acquire stable employment. As one develops their hard skills at the upper levels of this hierarchy, it will aid them in developing as a person and achieving their own self-actualization.

Maqashid syariah is a theory for backing up expert claims regarding economic activities. *Maqashid syariah* refers to the objective of establishing the Islamic law and promoting human welfare. Al-Shatibi first introduced the term *maqashid syariah* in his book *al-Muwafaqat*. He classified the objectives into three groups of primary goals. *Daruriyyat* (essentials) are basic needs required for sustaining human life, such as religion, life, intellect, property, and lineage. *Hajiyyat* (needs) are secondary needs that allow for life and ease of living. *Tahsiniiyyat*

(ornaments) are tertiary needs that provide enhancements to better human life. The main goal of *maqashid syariah* is to create what is beneficial and avoid creating harm in order to protect humanity. The five principles of *maqashid syariah* reflect the wisdom of the *syariah* and do not limit themselves solely to religious obligations but extend to the pursuit of justice and welfare in both the world and the afterlife (Suhandi, 2023). These key principles include *hifz al-din* (protection of religion), *hifz al-nafs* (protection of life), *hifz al-aql* (protection of intellect), *hifz al-nasl* (protection of lineage), *hifz al-mal* (protection of property), and *hifz al-bi'ah* (environmental protection).

Technical or specialized hard skills have an objective basis and can be developed through formal education, training, or work experience (Sumanto & Sasi, 2024). The examples of these are: computer software proficiency; machinery operating knowledge; being able to speak another language; and many more technical abilities. The soft skills are related to the ability to interact with people in different ways, the ability to lead and communicate, manage emotions, and the ability to respond to stress and changes at work (Sumanto & Sasi, 2024). The soft skills represent the skills needed by employees to effectively collaborate with colleagues, develop positive working relations, and provide a high level of productivity in the workplace. Some of the examples of soft skills are public speaking, active listening, empathy, and social flexibility. As well, an employee's motivation to produce results and their ability to motivate others to do so are also critical components of an employee's soft skill set. An example of this would be leadership skills and managing stress, which can contribute significantly to increased productivity from both the individual and group perspectives. Vocational productivity training refers to education and training designed to enhance practical and technical skills relevant to the workforce, with the ultimate goal of improving individual efficiency and effectiveness on the job (Saputra, 2024). This training generally focuses on developing competencies that are immediately applicable in the workplace to improve performance, whether individually or collectively. In this context, productivity refers to the capacity of an individual or organization to generate maximum output relative to minimal resource consumption.

Income growth within this study relates to the impact on the financial development of individuals or groups as they progress from a pre- to post-training stage through their involvement with learning experiences, whether technical or non-technical in nature. The increase in earning potential for the individual or group occurs when the participants acquire new knowledge, develop greater capacity, or achieve improved competitive status economically. According to Mariam & Ramli (2023), the amount of income gained by trainees will vary based on how closely aligned the training received was to current needs within the job market or to the specific business ventures of each participant. This highlights that the relevance and applicability of training materials are vital factors in driving income improvement (Mariam & Ramli, 2023).

RESEARCH METHOD

Quantitative data analysis was utilized within this study, with causal associative research design. Sugiyono (2023) stated that quantitative research can be defined as an orderly, systematic, and planned process from the beginning to the end, particularly in relation

to the research design stage. Primary and secondary data were used as the two types of data collection for this study. Primary data is based on questionnaire responses, and secondary data comprises documentation relative to the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi programs pertinent to the research topic. There are 2,765 individuals who completed training at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi; they represent the total population of interest for this study. A sample of 100 individuals was selected utilizing purposive sampling (margin of error = 0.1). Validity and reliability assessments were performed with regard to all research instruments used. Classical assumptions regarding normality, multicollinearity, and homogeneity of variance were also tested. Testing of hypotheses occurred via t-tests. Partial t-tests were used to determine the degree of each independent variable's contribution toward the explanation of changes to the dependent variable (Ghozali, 2021). The variable indicators for this study are as follows:

Table 1.
Operational Variables

Variable	Operational Definition	Indicators
Hard Skills	Knowledge and technical abilities possessed by an individual (Sari et al., 2022).	1. Technical skills 2. Knowledge 3. Technological science
Soft Skills	Skills and life proficiencies that can be used individually, in groups, or with others (Hikmah et al., 2023).	1. Communication skills 2. Emotional intelligence 3. Thinking skills 4. Ethics 5. Leadership
Vocational Productivity Training	The process of improving behavior, skills, and knowledge (Angrianto et al., 2024).	1. Knowledge 2. Thinking ability 3. Attitude 4. Proficiency
Income Growth	A positive change in individual or group earnings after participating in a skill-building activity, whether technical or non-technical (Mariam & Ramli, 2023).	1. Post-training income increase 2. Adoption rate of new skills 3. Work productivity improvement 4. Participant satisfaction

RESULTS AND DISCUSSION

Validity and Reliability Tests

The validity tests from the survey items for the three study variables (hard skills, soft skills, and vocational productivity training), using a sample of $N = 100$ participants, produced a correlation table value of $r = 0.196$. All questionnaire items had r -values larger than the threshold value found in the r -table (0.196); therefore, every statement has been deemed to be valid and usable as a tool to support this research.

Table 2.
Validity Test

Indicators	r-values		table value of r	Result
X1.1	0,896	>	0,196	Valid
X1.2	0,858	>	0,196	Valid
X1.3	0,866	>	0,196	Valid
X2.1	0,855	>	0,196	Valid
X2.2	0,845	>	0,196	Valid
X2.3	0,856	>	0,196	Valid
X2.4	0,825	>	0,196	Valid
X2.5	0,832	>	0,196	Valid
X3.1	0,841	>	0,196	Valid
X3.2	0,887	>	0,196	Valid
X3.3	0,902	>	0,196	Valid
X3.4	0,866	>	0,196	Valid
Y.1	0,936	>	0,196	Valid
Y.2	0,936	>	0,196	Valid
Y.3	0,936	>	0,196	Valid
Y.4	0,940	>	0,196	Valid

Additionally, the reliability test results for each of the three study variables (hard skills, soft skills, and vocational productivity training) indicated that the respective reliabilities were sufficiently high since each Cronbach's Alpha value (α) exceeded 0.70, indicating that the data used within this study is reliable and can be used appropriately for additional analyses.

Table 3.
Reliability Test

Variables	Cronbach's Alpha		Criteria	Result
X1	0,843	>	0,70	Reliable
X2	0,897	>	0,70	Reliable
X3	0,897	>	0,70	Reliable
Y	0,953	>	0,70	Reliable

t-Test

The partial testing performed within this research allowed for the determination of the degree to which each individual independent variable contributed to the variability in the dependent variable at $\alpha = 0.05$ (Ghozali, 2021).

Table 4.
Partial Test Results (t)

Variable	$t_{calculated}$		t_{table}	Sig.	Result
Hard Skills	4.600	>	1.985	0.001	Significant
Soft Skills	5.902	>	1.985	0.001	Significant
Vocational Productivity Training	3.893	>	1.985	0.001	Significant

Table 4 presents the results of the partial test (t), showing that the hard skills variable has a calculated t-value of 4.600 with a significance level of 0.001. Because the calculated t (4.600) > t-table (1.985) and the significance (0.001) < 0.05, H1 is accepted. This study demonstrates that hard skills have a positive and significant impact on income growth. The soft skills variable yields a calculated t-value of 5.901 with a significance level of 0.001. Since the calculated t (5.901) > t-table (1.985) and the significance (0.001) < 0.05, H2 is accepted, indicating that soft skills exert a positive and significant influence on income growth. Finally, the vocational productivity training variable has a calculated t-value of 3.893 with a significance level of 0.001. Given that the calculated t (3.893) > t-table (1.985) and the significance (0.001) < 0.05, H3 is accepted, revealing that vocational productivity training has a positive and significant effect on income growth.

Coefficient of Determination Test

The coefficient of determination test found the independent variables (hard skills, soft skills, and vocational productivity training) within the regression model to account for 46.2%, as indicated by the adjusted R-squared value. The remainder, at 53.8%, will be affected by additional variables not accounted for within the research model. Additionally, the standard error of the estimation of 2.712 was calculated to represent a lower-than-average error rate when estimating the dependent variable. A smaller standard error represents greater precision with which the regression model can estimate the various studied variables.

Hard skills have a positive impact on the income growth of alumni at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi.

The more advanced a student's hard skills, the greater will be their earnings as an alumna of the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi. Students with strong hard skills can work more quickly due to proficiency with technology and create innovations; the latter being highly valued by the business world. The most potent indicator of hard skills' success in influencing income levels is the mastery of specific technical abilities required to complete specialized tasks. This level of specialization creates talent scarcity, making employers more willing to provide higher compensation to alumni who can execute complex, high-quality technical work, thereby reducing rejection rates and increasing overall productivity.

Research findings consistent with Maslow's hierarchy of needs theory, in which motivation is determined by five levels of needs. Income increase through hard skills affects all these levels. First, physiological needs are met through higher income for better and more stable fulfillment of necessities (food, clothing, shelter). Second, safety needs are also met as jobs requiring specific technical skills tend to be more stable and provide better financial security than non-specific skill-based jobs (such as health insurance, occupational safety, and pension funds) that reduce anxiety about the future. Third, social needs are met when successful alumni achieve financial success based on their career development, which increases their status and acceptance among their family and peers. Fourth, esteem needs are met when alumni have recognized and valued technical abilities—rewarded with expected salary and adequate benefits as forms of appreciation—that naturally build self-confidence, competence and respect from colleagues and supervisors at work. Fifth, self-actualization needs are met when alumni focus on further career development utilizing full potential and create new work or innovations in their respective technical fields.

The research results are also supported by the *maqashid syariah* theory. *Maqashid syariah* theory defines the fundamental aims of Islamic law, and they are typically defined in five basic areas (*al-Kulliyat al-Khams*). The development of income using hard skills supports the attainment of these goals: 1) *Hifz al-Din* (protection of religion): when graduates have sufficient financial resources to be able to accomplish their religious duties (i.e., zakat, hajj, and alms), they will be less distracted by economic difficulties. This will allow them to continue focusing on their religious commitments; 2) *Hifz an-Nafs* (protection of life): a satisfactory level of income allows the graduate to receive appropriate levels of nutrition, family health care, and live in safe housing conditions. All of these are essential to ensure the physical and psychological survival of an individual; 3) *Hifz al-'Aql* (protection of intellect): with higher levels of income, there will be opportunities for graduates to obtain additional education or training in advanced technologies, which will provide them with greater access to new technology, information, and knowledge to enhance their technical abilities; 4) *Hifz an-Nasl* (protection of lineage): financial security will enable the graduate to establish a stable home for themselves and their family, secure good-quality education and care for their children (the next generation), and protect their future; 5) *Hifz al-Mal* (protection of property): as previously stated, using competent hard skills to develop lawful income represents the best means to generate legitimate wealth with blessings while avoiding illegitimate methods. These

research results agree with prior studies that were completed by Anggeria (2023), Valentina (2024), Komalasari (2024), and Fadilah (2025).

Soft skills have a positive impact on the income growth of alumni at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi.

The stronger the soft skills of the alumni of the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi, the greater will be their contribution to the increase in their income. Among these soft skills, the strongest one is likely to be the ability of an individual to demonstrate emotional intelligence. Alumni demonstrating emotional intelligence can handle pressure, understand how teams operate and make decisions regarding conflict resolution. This contributes to improved employee retention and effective teamwork, leading to reduced operating costs and increased productivity for businesses employing alumni. One area in which the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi has been successful in enhancing the development of soft skills of its trainees is through developing strong communication skills. Communication encompasses verbal, written and technical presentations. In a technical context, this means alumni can articulate issues, report on their progress or present project ideas to those outside of technical areas. As a result, employed alumni have a greater opportunity for advancement into manager or supervisor positions, along with increases in salary and enhancements in benefits.

These findings support Maslow's hierarchy of needs theory. Physiological and safety aspects of a person's well-being are fulfilled when they are employed, utilizing strong ethics and effective communication to obtain and keep employment. Therefore, individuals' physiological and safety needs are met and secured financially. Leadership, critical thinking and a sense of ethical behavior ultimately provide respect, recognition and stature within a workplace. Job advancements and increases in compensation represent forms of esteem. Employed alumni with strong soft skills are empowered to reach their full potential as professionals, technicians, and problem-solvers in their respective organizations.

The research also supports the *maqashid syariah* theory, where soft skills, particularly emotional intelligence, contribute to preserving psychological health, reducing conflict, and promoting a positive workplace culture. All three of these are protected elements of life. Critical thinking skills directly protect intellect because strong soft skills give alumni the ability to continue learning and adapting while using their mind to find solutions to problems as efficiently as possible. Consistent growth in income represents the preservation of property. In addition, ethics ensure that income is earned legally and honestly. Finally, leadership and communication skills provide alumni with the responsibility to use business assets and resources in accordance with principles of Islamic wealth management. These results are consistent with research conducted by Mulya (2025) and Aqila (2024).

Vocational productivity training has a positive impact on the income growth of alumni at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi.

The greater the impact of the vocational productivity training, the larger will be the influence on the income increase of graduates of the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi. With updated knowledge of current best practices in troubleshooting, error avoidance, and use of technology, graduates can transition into specialized roles requiring both planning and technical capabilities that typically pay a higher wage than entry-level or basic technical positions. Graduates who possess the ability to

analyze complex issues, identify causal relationships between variables, develop creative problem-solving techniques and provide innovative solutions to business challenges have an additional source of revenue generation for their employer, creating significant business value. Additionally, with a good attitude, they are given responsibility for key company projects, assist their employer in reducing employee turnover costs, and receive increases in wages or bonus payments as recognition of their contributions to their employer's success.

This research supports the *maqashid syariah* theory: 1) *Hifẓ al-Din* (protection of religion): a consistent and growing income earned through productive and legal (*halal*) work enables individuals to fulfill their obligations to Allah and allows them to spend sufficient amounts of time devoted to worship without being hindered by economic constraints; 2) *Hifẓ an-Nafs* (protection of life): the abilities developed and learned enable alumni to become confident in their ability to earn a living independently and financially secure. These two attributes of confidence and financial security are essential in maintaining mental and physical health and achieving a higher quality of life; 3) *Hifẓ al-'Aql* (protection of intellect): training in vocational areas preserves one's intellect through learning new knowledge and developing analytical skills. As such, alumni can utilize their intellects to generate solutions to problems using a variety of methodologies; 4) *Hifẓ an-Nasl* (protection of lineage): a higher income provides the means for a family to obtain better education, nutrition, and living conditions thereby protecting the lineage; 5) *Hifẓ al-Mal* (protection of property): the training provided by the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi serves as a means for individuals to acquire wealth legally and productively. Thus, the income generated from increased productivity represents a type of wealth management based upon blessings and integrity.

CONCLUSION

The research findings indicate that hard skills have a positive partial effect on the income growth of alumni at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi, soft skills have a positive partial effect on the income growth of alumni at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi, and vocational productivity training also has a positive partial effect on the income growth of alumni at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Bekasi. The finding that soft skills have the highest t-value (5.902) surpassing hard skills (4.600) is a new insight in vocational training, which concretely emphasizes technical competencies. From the perspective of Maslow's hierarchy, in the context of Bekasi's relatively advanced industrial labor market, physiological and safety needs met through basic hard skills have become the minimum baseline that must be met by the industry. From the perspective of Maqashid Syariah, the dominance of soft skills indicates that economic well-being (*Hifzh al-Mal*) cannot be achieved sustainably without character integrity and emotional intelligence, which are the substance of *Hifzh al-Nafs* and *Hifzh al-'Aql*. A workforce that only has technical skills without ethics, empathy, and communication skills is vulnerable to work conflict, burnout, and career instability, which ultimately hinders income growth.

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