INTRODUCTION

For universities, a student's work readiness can have an important influence on their image [1]. This requires universities to be able to produce graduates with competitiveness who can be declared ready to work [2]. Often, there are college graduates who still do not know and are declared ready to work because of their lack of skills or knowledge, so this is a concern and a bad assumption for the image of higher education.

Low work readiness can cause significant losses for universities because it is related to accreditation scores and public trust [3][4]. Therefore, people analytics should be carried out to improve the quality of graduates. People analytics analyze the influences that form the basis for exploring work readiness to create growth [5].

Several studies have been conducted to predict and classify. A study [6][7][8] showed that RNN can make classifications and predictions and is an excellent method for prediction. Research [9] using the Recurrent Neural Network (RNN) method produced an accuracy of 70%. Meanwhile, research [10] used the RNN method with an accuracy above 75%. Other supporting research [11][1] that predicted student data and work readiness produced a Decision Tree accuracy of 74.51%, whereas ANN accuracy was 79.74% and Naïve Bayes accuracy was 91.53%.

Therefore, because previous research still used models with different accuracies this study aims to develop a more accurate prediction model for student work readiness using the Recurrent Neural Network (RNN). This study creates a system that can predict student work readiness for higher education using the RNN method. From the results of previous research, the RNN is a method included in a good classification model and is widely used for predictions because it stores the information it obtains and is carried out repeatedly, making this method more accurate [9]. This research implements RNN to obtain better predictions for determining student work readiness. The results of the predictions will be in the form of a classification of students' work readiness status by dividing them into categories of ready to work or not ready to work on the basis of analysis carried out on relevant attributes. It provides an accuracy value for the percentage of prediction accuracy.