

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh positif dari dukungan organisasional persepsian, dukungan rekan kerja persepsian, dan dukungan supervisor persepsian. Sampel dalam penelitian ini adalah individu yang pernah mengikuti kegiatan program magang bersertifikat kampus merdeka dan tidak sedang tidak terikat kontrak kerja. Jumlah responden yang terkumpul adalah 264 responden. Pengujian hipotesis dalam penelitian ini menggunakan metode *partial least square-based structural equation modelling* (PLS-SEM) dengan bantuan Smart PLS3.. Hasil penelitian ini menunjukkan dukungan organisasional persepsian berpengaruh positif signifikan terhadap kepuasan magang, dukungan rekan kerja persepsian berpengaruh positif signifikan terhadap kepuasan magang, dan dukungan supervisor persepsian berpengaruh positif signifikan terhadap kepuasan magang.

Kata kunci : Kepuasan Magang, Dukungan Organisasional Persepsian, Dukungan Rekan Kerja Persepsian, Dukungan Supervisor Persepsian, Magang Bersertifikat Kampus Merdeka.

ABSTRACT

This study aims to examine the positive influence of perceived organizational support, perceived coworker support, and perceived supervisor support. The sample in this study were individuals who had participated in the program magang bersertifikat kampus merdeka and currently not under a work contract. The number of respondents collected was 264 respondents. Hypothesis testing in this study used the partial least square-based structural equation modeling (PLS-SEM) method with the help of Smart PLS3. The results of this study indicate that perceived organizational support has a significant positive effect on internship satisfaction, perceived coworker support has a significant positive effect on internship satisfaction, and perceived supervisor support has a significant positive effect on internship satisfaction.

Keywords: Internship Satisfaction, Perceived Organizational Support, Perceived Coworker Support, Perceived Supervisor Support, Program Magang Bersertifikat Kampus Merdeka.