

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh positif dukungan organisasi persepsian, dukungan supervisor persepsian, dan dukungan rekan kerja persepsian terhadap kepuasan magang dan intensi bergabung. Sampel pada penelitian ini merupakan mahasiswa mulai dari tingkat menengah hingga *fresh graduate* yang lulus kurang dari 1 tahun dan paling tidak telah mengikuti program magang selama 3 bulan. Jumlah responden yang terkumpul sebanyak 183 responden. Pengujian hipotesis menggunakan metode *partial least square* dengan bantuan aplikasi SmartPLS4. Hasil pengujian menunjukkan jika dukungan organisasi persepsian memberikan pengaruh positif terhadap tingkat kepuasan magang, meskipun tidak mencapai titik signifikan, sedangkan dukungan supervisor persepsian dan dukungan rekan kerja persepsian memberikan dampak positif dan signifikan terhadap tingkat kepuasan magang yang dirasakan. Selain itu, penelitian ini juga mengungkapkan jika tingkat kepuasan magang yang dirasakan berpengaruh secara positif dan signifikan terhadap tingkat kepuasan bergabung.

Kata Kunci: Dukungan Sosial, Dukungan Organisasi Persepsian, Dukungan Supervisor Persepsian, Dukungan Rekan Kerja Persepsian, Kepuasan Magang, Intensi Bergabung, Magang.

ABSTRACT

This study aims to examine the positive effects of perceived organizational support, perceived supervisor support, and perceived coworker support on internship satisfaction and joining intention. The sample for this study consists of students ranging from intermediate levels to recent graduates who have graduated within less than 1 year and have undergone an internship program for at least 3 months. A total of 183 respondents were collected for analysis. Hypothesis testing was conducted using the partial least squares method with the assistance of the SmartPLS4 application. The results of the analysis indicate that perceived organizational support has a positive influence on the level of internship satisfaction, although it does not reach a significant point. On the other hand, perceived supervisor support and perceived coworker support have a positive and significant impact on the perceived level of internship satisfaction. Furthermore, the research reveals that the perceived level of internship satisfaction has a positive and significant influence on the satisfaction level with joining intentions.

Keywords: Social Support, Perceived Organizational Support, Perceived Supervisor Support, Perceived Coworker Support, Internship Satisfaction, Intention to Join, Internship.