

Intisari

Penelitian ini bertujuan untuk mengkaji pengaruh pengalaman magang terhadap kesiapan kerja mahasiswa Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada, dengan efikasi diri dan kemampuan adaptasi sebagai variabel mediasi. Di tengah tantangan dunia kerja yang dinamis di era Revolusi Industri 4.0, pengalaman magang dianggap penting untuk meningkatkan kesiapan kerja lulusan. Metode penelitian menggunakan pendekatan kuantitatif dengan survei terhadap 150 mahasiswa aktif FEB UGM yang pernah atau sedang mengikuti program magang dalam 6-12 bulan terakhir. Analisis data dilakukan dengan *Partial Least Square Structural Equation Modeling* (PLS-SEM) menggunakan SmartPLS 3.0. Hasil penelitian menunjukkan bahwa pengalaman magang berpengaruh positif signifikan terhadap kesiapan kerja mahasiswa. Efikasi diri terbukti memediasi secara signifikan hubungan antara pengalaman magang dan kesiapan kerja. Namun, kemampuan adaptasi tidak berperan signifikan sebagai mediator dalam hubungan tersebut. Hal ini menunjukkan bahwa kesiapan kerja mahasiswa lebih dipengaruhi oleh peningkatan efikasi diri daripada kemampuan adaptasi selama magang. Temuan ini memberikan implikasi bagi perguruan tinggi dan perusahaan agar fokus mengembangkan efikasi diri mahasiswa melalui program magang yang dirancang dengan baik, sehingga lulusan lebih siap dan percaya diri menghadapi dunia kerja.

Kata kunci: pengalaman magang, kesiapan kerja, efikasi diri, kemampuan adaptasi.

Abstract

This study aims to examine the effect of internship experience on the work readiness of students of the Faculty of Economics and Business, Universitas Gadjah Mada, with self-efficacy and adaptability as mediating variables. In the midst of the challenges of a dynamic world of work in the era of the Industrial Revolution 4.0, internship experience is considered important to improve the work readiness of graduates. The research method uses a quantitative approach with a survey of 150 active students of FEB UGM who have participated or are currently participating in an internship program in the last 6-12 months. Data analysis was conducted with Partial Least Square Structural Equation Modeling (PLS-SEM) using SmartPLS 3.0. The results showed that internship experience had a significant positive effect on students' work readiness. Self-efficacy is proven to significantly mediate the relationship between internship experience and work readiness. However, adaptability did not play a significant role as a mediator in the relationship. This suggests that students' work readiness is more influenced by increased self-efficacy than adaptability during internship. These findings provide implications for universities and companies to focus on developing students' self-efficacy through well-designed internship programs, so that graduates are more prepared and confident to face the world of work.

Keywords: *internship experience, work readiness self-efficacy, adaptability.*