

DAFTAR PUSTAKA

- Asyahdi, F. (2025). *Menjelang Musim Kerja Praktek, Sanksi Berat untuk Oknum yang Memanfaatkan Tenaga Kerja Mahasiswa dan Siswi Magang*. Webpage: <https://www.kompasiana.com/faridasyhadi1528/679e0ff634777c663d4d5d75/menjelang-musim-kerja-praktek-sanksi-berat-untuk-oknum-yang-memanfaatkan-tenaga-kerja-mahasiswa-dan-siswa-magang?page=2> diakses pada 20 Februari 2025.
- Almeida, F., & Morais, J. (2024). Non-formal education as a response to social problems in developing countries. *E-Learning and Digital Media*. <https://doi.org/10.1177/20427530241231843>
- Bakker, C., de Glopper, K., & de Vries, S. (2024). Are we jumping into a gap? A study of the interplay between theoretical input and practical knowledge during noticing as reasoning of a lesson study team in initial teacher education. *Teaching and Teacher Education*, 140. <https://doi.org/10.1016/j.tate.2023.104468>
- Briciu, B. (2024). Emotions and Meaning in Transformative Learning: Theory U as a Liminal Experience. *Journal of Transformative Education*. <https://doi.org/10.1177/15413446241246236>
- Bryant, J., Ayers, J., & Missimer, M. (2023). What transforms? – Transformative learning in a sustainability leadership master’s program. *International Journal of Sustainability in Higher Education*, 24(9), 231–251. <https://doi.org/10.1108/IJSHE-03-2022-0086>
- Cheyroux, P., Morin, A. J. S., Colombat, P., Blechman, Y., & Gillet, N. (2025). The Effects of Weekly Levels of Supervisor Support and Workload on Next Week Levels of Well-Being, Satisfaction, and Performance as Mediated by Weekend Work Recovery. *Stress and Health*, 41(2). <https://doi.org/10.1002/smi.3520>
- Chiangkhong, A., Sukchaisong, N., Sukchaisong, N., Tipseankhum, N., & Tipseankhum, N. (2025b). Transformative learning in community healthcare practicums: Impact on nursing students’ professional development. *Journal of Infrastructure, Policy and Development*, 9(1), 10848. <https://doi.org/10.24294/jipd10848>
- Chow, J., Al-Duaij, L., Last, N., Sheth, U., Rehman, M., Azim, A., Khalid, F., Blissett, S., & Sibbald, M. (2025). Transformational learning and professional identity formation in postgraduate competency-based medical education. *Medical Education*, 59(4), 409–417. <https://doi.org/10.1111/medu.15553>

- Career and Student Development Unit. (2023). Alur Magang. Webpage: <https://karir.feb.ugm.ac.id/2023/08/02/alur-magang/> diakses pada 01 April 2025.
- Decius, J., Dannowsky, J., & Schaper, N. (2024). The casual within the formal: A model and measure of informal learning in higher education. *Active Learning in Higher Education*, 25(1), 3–24. <https://doi.org/10.1177/14697874221087427>
- Downs, C., Mughal, F., Shah, U., & Ryder, M. (2024). Are undergraduate internships worth the effort? Time to reconceptualize work-based learning for building protean meta-competencies. *Studies in Higher Education*, 49(1), 84–97. <https://doi.org/10.1080/03075079.2023.2222147>.
- D'angelo, S., Ghezzi, A., & Cavallo, A. (2024). Digital skills mobilization within incumbent organizations: The agentic role of digital champions. *British Journal of Management*, 00, 1-19. <https://doi.org/10.1111/1467-8551.12810>.
- Donaldson, J. P., & Allen-Handy, A. (2023). What is learning? A complex conceptual systems analysis of conceptualizations of learning. *International Journal of Educational Research Open*, 4, 100254. <https://doi.org/10.1016/j.ijedro.2023.100254>
- Decius, J., Dannowsky, J., & Schaper, N. (2024). The casual within the formal: A model and measure of informal learning in higher education. *Active Learning in Higher Education*, 25(1), 3–24. <https://doi.org/10.1177/14697874221087427>
- Dealls. (2025). MSIB 2025 Masih Dibuka? Cek Info Terbaru & Alternatif Magang Lainnya. Webpage <https://dealls.com/pengembangan-karir/msib-adalah> diakses pada 01 April 2025.
- Erari, R. B. P. (2023). *Fenomena Eksploitasi Mahasiswa Magang-Kerja Praktik oleh Perusahaan*. Webpage: <https://kumparan.com/rama-baskara/fenomena-eksploitasi-mahasiswa-magang-kerja-praktik-oleh-perusahaan-1zvHUkq77jJ> diakses pada 10 Februari 2025.
- Fyfe, L., Heinrich, B., Kanar, A. M., & D'Intino, K. (2024). Competency articulation at the intersection of happenstance and experiential learning. *Industry and Higher Education*. <https://doi.org/10.1177/09504222241249404>
- Fahmy, S., Deraman, A., Puteh, M., Nasir, A., Roslina, W., & Haslinda, N. (2022). An Analysis of Digital Talent in Academic Publications Reflection on Malaysia's Digital Transformation Strategies. *International Journal of Integrated Engineering*, 14(3). <https://doi.org/10.30880/ijie.2022.14.03.020>.
- Fakultas Ekonomika dan Bisnis. (2025). *Data MSIB Batch 1-6 (Dataset)*. Akademik Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada.

- Gillman, J. C., Turner, M. J., & Slater, M. J. (2023). The role of social support and social identification on challenge and threat cognitive appraisals, perceived stress, and life satisfaction in workplace employees. *PLoS ONE*, *18*(7 JULY). <https://doi.org/10.1371/journal.pone.0288563>
- Grund, J., Singer-Brodowski, M., & Büssing, A. G. (2024). Emotions and transformative learning for sustainability: a systematic review. *Sustainability Science*, *19*(1), 307–324. <https://doi.org/10.1007/s11625-023-01439-5>
- Gómez-Ochoa de Alda, J. A., Marcos-Merino, J. M., Valares-Masa, C., & Esteban-Gallego, M. R. (2025). Anticipatory emotions and academic performance: The role of boredom in a preservice teachers' lab experience. *Heliyon*, *11*(1), e41142. <https://doi.org/10.1016/j.heliyon.2024.e41142>
- Giraldo-García, R. J., & Orozco, L. E. (2023). New School Principals' Training Experiences and Transition to Leadership Roles in Urban Education: A Mixed-Methods Approach. *Journal of Research on Leadership Education*, *18*(4), 670–692. <https://doi.org/10.1177/19427751221127052>
- Gwenda, M. J. (2025). *Laporan Akhir Magang Mandiri*. Universitas Gadjah Mada.
- Hanc, V., Žvelc, G., & Bajec, B. (2024). Development and validation of the Workplace Relational Needs Satisfaction Scale (W-RNSS). *Frontiers in Psychology*, *15*. <https://doi.org/10.3389/fpsyg.2024.1419765>
- Hukmie, A. A. (2024). *Laporan akhir magang di PT Mitra Adi Perkasa*. Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada.
- Indrašienė, V., Jegelevičienė, V., Merfeldaitė, O., Penkauskienė, D., Pivorienė, J., Railienė, A., & Sadauskas, J. (2023). Critical Reflection in Students' Critical Thinking Teaching and Learning Experiences. *Sustainability (Switzerland)*, *15*(18). <https://doi.org/10.3390/su151813500>
- Inoue, R., Hikichi, H., Inoue, A., Kachi, Y., Eguchi, H., Watanabe, K., Arai, Y., Iwata, N., & Tsutsumi, A. (2022). Workplace Social Support and Reduced Psychological Distress. *Journal of Occupational & Environmental Medicine*, *64*(11), e700–e704. <https://doi.org/10.1097/JOM.0000000000002675>
- Jin, S., & Kim, J.-H. (2024). Effectiveness synchronous e-learning in nursing education: A meta-analysis and subgroup analysis. *Nurse Education in Practice*, *78*, 104029. <https://doi.org/10.1016/j.nepr.2024.104029>

- Johnson, D. C., & Coulter-Kern, M. (2024). Listening to students: Beliefs and attitudes about active learning and effective lecture-style courses. *Active Learning in Higher Education*, 00(0), 1–16. <https://doi.org/10.1177/14697874241254465>
- Kakkar, S., Kuril, S., Saha, S., Gupta, P., & Singh, S. (2024). The effect of social support on teleworker environment and work engagement: a multimethod analysis. *Information Technology and People*, 37(4), 1837–1863. <https://doi.org/10.1108/ITP-03-2022-0194>
- Kwon, C. kyu, Han, S. hyun, & Nicolaides, A. (2020). The impact of psychological safety on transformative learning in the workplace: a quantitative study. *Journal of Workplace Learning*, 32(7), 533–547. <https://doi.org/10.1108/JWL-04-2020-0057>
- Katahoire, R. A., Allison, J., Vicente-Crespo, M., & Fonn, S. (2023). Transformed through the CARTA experience: changes reported by CARTA fellows about their PhD journey. *Global Health Action*, 16(1). <https://doi.org/10.1080/16549716.2023.2272392>.
- Khasawneh, Y. J. A., Khasawneh, N., & Khasawneh, M. A. S. (2024). Exploring the long-term effects: Retention and transfer of skills in gamified learning environment. *International Journal of Data and Network Science*, 8(1), 195–200. <https://doi.org/10.5267/j.ijdns.2023.10.004>
- Kirana. (2025). *Ketentuan Hukum dalam Kontrak Kerja Paruh Waktu*. Webpage: <https://kontrakhukum.com/article/ketentuan-hukum-dalam-kontrak-kerja-paruh-waktu/> diakses pada 20 Februari 2025.
- Kementerian Pendidikan Tinggi, Sains, dan Teknologi. (2024a). *Program magang dan studi independen bersertifikat (MSIB)*. Webpage: <https://pusatinformasi.mitrakm.kemdikbud.go.id/hc/id/articles/4414636620185-Tentang-Program-MSIB#:~:text=Program%20Magang%20dan%20Studi%20Independen,SKS%20yang%20diakui%20perguruan%20tinggi> diakses pada 9 Februari 2025.
- Kementerian Pendidikan Tinggi, Sains, dan Teknologi. (2021b). *13.272 Mahasiswa Ikut Program Magang dan Studi Independen Bersertifikat 2021*. Webpage: <https://dikti.kemdikbud.go.id/kabar-dikti/kabar/13-272-mahasiswa-ikuti-program-magang-dan-studi-independen-bersertifikat-2021/> diakses pada 12 Februari 2025.
- Kementerian Pendidikan Tinggi, Sains, dan Teknologi. (2024c). *MSIB Angkatan 7 Resmi Dimulai*. Webpage: <https://dikti.kemdikbud.go.id/kabar-dikti/kampus-kita/msib-angkatan-7-resmi-dimulai/> diakses pada 12 Februari 2025.

- Kementerian Pendidikan Tinggi, Sains, dan Teknologi. (2024d). *Program MSIB Angkatan 6 Kemendikbudristek Siap Hasilkan 40.000 Lebih Talenta Muda Masa Depan*. Webpage: <https://www.kemdikbud.go.id/main/blog/2024/02/program-msib-angkatan-6-kemendikbudristek-siap-hasilkan-40000-lebih-talenta-muda-masa-depan> diakses pada 11 Februari 2025.
- Kementerian Pendidikan Tinggi, Sains, dan Teknologi. (2023e). *Apresiasi Kampus Merdeka, Para Mitra Sebut Peserta Magang Banyak Berkontribusi pada Perusahaan*. Webpage: <https://www.kemdikbud.go.id/main/blog/2023/12/apresiasi-kampus-merdeka-para-mitra-sebut-peserta-magang-banyak-berkontribusi-pada-perusahaan> diakses pada 11 Februari 2025.
- Kampus Merdeka. (2022). *Manfaat MSIB untuk Mahasiswa*. Webpage: <https://pusatinformasi.kampusmerdeka.kemdikbud.go.id/hc/id/articles/6414307470361-Manfaat-MSIB-untuk-Mahasiswa> diakses pada 23 Maret 2025.
- Kementerian Pendidikan Tinggi, Sains, dan Teknologi. (2025). *Aktualisasi Kampus Berdampak sebagai Keberlanjutan Kampus Merdeka*. Webpage: <https://kemdiktisaintek.go.id/kabar-dikti/kabar/aktualisasi-kampus-berdampak-sebagai-keberlanjutan-kampus-merdeka/> diakses pada 20 Mei 2025.
- Lemos, V. A. F., & Brunstein, J. (2023). Fostering soft skills leadership through a critical reflection approach. *Industrial and Commercial Training*, 55(1), 143–156. <https://doi.org/10.1108/ICT-01-2022-0001>
- Li, H., Dai, W., & Li, X. (2024). Extracurricular internships and university students' evaluation of higher learning: a cross-cultural adaptation perspective. *Education and Training*. <https://doi.org/10.1108/ET-03-2024-0130>
- Lotfi, H., Karami, M., Safaei Movahed, S., & Francom, G. M. (2025). What is informal workplace learning: a qualitative meta-synthesis. *Journal of Workplace Learning*. <https://doi.org/10.1108/JWL-05-2024-0108>
- McDonald, J., Heeneman, S., & Hu, W. (2024). Discoveries or doubts: a qualitative study of the transformative potential of portfolio meetings. *Advances in Health Sciences Education*. <https://doi.org/10.1007/s10459-024-10387-3>
- Mbokota, G., & Myres, K. (2024). Coach competencies to facilitate transformative learning: a multiple case study involving public-sector executives in South Africa. *Human Resource Development International*. <https://doi.org/10.1080/13678868.2024.2365447>
- Miles, M. B., Huberman, A. M., & Saldaña, J. (2014). *Qualitative data analysis: A methods sourcebook* (4th ed.). Thousand Oaks, CA: SAGE Publications.

- Nasruddin, E. (2024). The impact of digital transformation on the future of work: Challenges and opportunities. *Journal of Organizational Change Management*, 36(2), 342-356.
- Orr, A. R., Hussain, F., Silver, M., Tomescu, O., & Balmer, D. F. (2024). Patients, Peers, and Personal Identity: A Longitudinal Qualitative Study Exploring the Transformative Potential of the Arts and Humanities in Intern Training. *Academic Medicine*. <https://doi.org/10.1097/ACM.0000000000005837>
- Oliveira, H., & Bonito, J. (2023). Practical work in science education: a systematic literature review. *Frontiers in Education*, 8. <https://doi.org/10.3389/educ.2023.1151641>
- Obermayer, N., Csizmadia, T., & Banász, Z. (2022). Companies on Thin Ice Due to Digital Transformation: The Role of Digital Skills and Human Characteristics. *International and Multidisciplinary Journal of Social Sciences*, 11(3), 88–118. <https://doi.org/10.17583/rimcis.10641>.
- Plouffe, R. A., Ein, N., Liu, J. J. W., St. Cyr, K., Baker, C., Nazarov, A., & Don Richardson, J. (2023). Feeling safe at work: Development and validation of the Psychological Safety Inventory. *International Journal of Selection and Assessment*, 31(3), 443–455. <https://doi.org/10.1111/ijsa.12434>
- Prestridge, S., Tan, S. C., Jacobsen, M., Hoppe, H. U., Angeli, C., Milrad, M., Pangeni, S. K., Kovatcheva, E., Kafyulilo, A., Flanagan, B., & Khaddage, F. (2024). Disconnected Connections of Learning Beyond Formal Schooling Through Human–Computer–Human Interactions. *Technology, Knowledge and Learning*. <https://doi.org/10.1007/s10758-024-09779-6>
- Peraturan Menteri Pendidikan, Kebudayaan, Riset, dan Teknologi Republik Indonesia Nomor 63 Tahun 2024 Tentang Penyelenggaraan Magang Mahasiswa.
- Peraturan Menteri Pendidikan dan Kebudayaan Republik Indonesia Nomor 3 Tahun 2020 Tentang Standar Nasional Pendidikan Tinggi.
- Permatasari, W. E. (2024). *Ruang Diskusi: Fenomena Rekrutmen di Indonesia*. Webpage: <https://lmsspada.kemdiktisaintek.go.id/mod/forum/view.php?id=146702#:~:text=Menurut%20saya%2C%20kesenjangan%20keterampilan%20ini%20terjadi%20karena,seperti%20komunikasi%20dan%20kerja%20tim%20juga%20kurang%20diakses%20pada%2025%20Maret%202025.>
- Prodjo, W. A. (2025). Program Magang Merdeka Ganti Jadi Magang Berdampak, ini Penjelasannya. Webpage: <https://www.kompas.com/edu/read/2025/05/03/125441671/program-magang-merdeka-ganti-jadi-magang-berdampak-ini-penjelasannya?page=2> diakses pada 20 Mei 2025.

- Purba, C. A. (2024). *Laporan Akhir Magang Mandiri*. Universitas Gadjah Mada.
- Qotrunnada, F. (2024). *Laporan akhir magang di PT Paragon Technology & Innovation*. Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada.
- Rianto, J., Kamil, M., Putry, W. A., & Bahri, S. (2022). The Relevance of the Higher Education Curriculum in the Development of the World of Work and the Industrial Sector: The Case of Universitas Islam Syekh-Yusuf. *Society*, 10(1), 110–125. <https://doi.org/10.33019/society.v10i1.408>.
- Ruiz-Rosa, I., Gutiérrez-Taño, D., García-Rodríguez, F. J., & Gil-Soto, E. (2022). Triggering events in the decision to be an entrepreneur: an analysis of their influence on higher education graduates. *Education and Training*, 64(7), 942–961. <https://doi.org/10.1108/ET-04-2021-0128>.
- Rojas, J. C., & Niñoles, J. F. (2024). The role of experiences in the origin and development of theoretical and practical knowledge during teacher training. *Professional Development in Education*, 50(2), 360–371. <https://doi.org/10.1080/19415257.2023.2264293>
- Ramadhan, A. (2024). Sejarah Kuliah Kerja Nyata (KKN) Di Perguruan Tinggi. Webpage: <https://validnews.id/catatan-valid/sejarah-kuliah-kerja-nyata-kkn-di-perguruan-tinggi> diakses pada 01 April 2025.
- Regina. (2025a). *Hasil Wawancara terkait Sistem dan Pelaksanaan Program MSIB di Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada [Wawancara]*.
- Regina. (2025b). *Hasil Wawancara terkait Sistem Magang Mandiri, Program MSIB di Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada [Wawancara]*.
- Rahma, S. S. (2023). *Laporan akhir magang di PT Trans Digital Media (Detikcom)*. Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada.
- Schmid, R., Smit, R., Robin, N., & Strahl, A. (2025). The role of momentary emotions in promoting error learning orientation among lower secondary school students: An intervention study embedded in a short visual programming course. *British Journal of Educational Psychology*, 95(1), 107–123. <https://doi.org/10.1111/bjep.12681>
- Shan, Z., & Xu, H. (2024). Students' conceptions and experiences of institutionalised curriculum for multilingual learning: the case of a dual-foreign-languages programme. *Language, Culture and Curriculum*, 37(2), 230–246. <https://doi.org/10.1080/07908318.2024.2313984>

- Smith, R. L., Kweku A., Arvinen-Barrow, M., & Moutry, A. (2023). Moving beyond the buzzword: psychological safety is just as important as physical safety. *British Journal of Sports Medicine*, 57(16), 1009–1010. <https://doi.org/10.1136/bjsports-2023-106993>
- Sugito, S. (2023). Exploring the transformative learning experience of international adult students in the Indonesian context. *International Journal of Education and Practice*, 11(3), 377–389. <https://doi.org/10.18488/61.v11i3.3382>.
- Storsve, G. (2024). Formal, informal, and non-formal learning as analytic categories for research in music education. *International Journal of Music Education*. <https://doi.org/10.1177/02557614241250035>
- Schreiber-Shearer, N. (2024). *Understanding and closing the global skills gap*. Gloat. Webpage: <https://gloat.com/blog/global-skills-gap/> diakses pada 16 Februari 2025.
- Siregar, S. (2024). *AUSBILDUNG: Program Belajar sambil Magang di Jerman*. Webpage: <https://timoinstitut.com/2024/02/16/ausbildung-program-belajar-sambil-magang-di-jerman/> diakses pada 21 Maret 2025.
- Salim, M. P. (2024). *Program Magang Kampus Merdeka 2024, Ketahui Tujuan, Manfaat, dan Mekanisme Keikutsertaan*. Webpage: <https://www.liputan6.com/hot/read/5509724/program-magang-kampus-merdeka-2024-ketahui-tujuan-manfaat-dan-mekanisme-keikutsertaan> diakses pada 23 Maret 2025.
- Susapto, L. W. (2023). *Pemerintah Sebutkan Manfaat Program Magang Mahasiswa*. Webpage: <https://validnews.id/nasional/pemerintah-sebutkan-manfaat-program-magang-mahasiswa> diakses pada 23 Maret 2025.
- Schislyaeva, E. R., & Saychenko, O. A. (2022). Labor Market Soft Skills in the Context of Digitalization of the Economy. *Social Sciences*, 11(3), 91. <https://doi.org/10.3390/socsci11030091>.
- Schindler, P. S. (2022). *Business research methods* (14th ed.). McGraw-Hill Education.
- Tantawy, M. M., Foord, D. J. A., Jimenez-Moro, E., Piperopoulos, P., & McNally, J. J. (2025). Continuous improvement strategies towards energy transition: The importance of individual employees' entrepreneurial orientation and learning processes. *Business Strategy and the Environment*, 34(1), 1320–1337. <https://doi.org/10.1002/bse.4026>
- Teng, C. W. C., Lim, R. B. T., & Tan, C. G. L. (2024). A qualitative analysis of student reflections on public health internships. *Education and Training*, 66(10), 58–74. <https://doi.org/10.1108/ET-07-2023-0302>.

- Tsai, C. Y., & Li, D. C. (2024). Enterprise Implementation of Educational Technology: Exploring Employee Learning Behavior in E-Learning Environments. *Sustainability (Switzerland)*, 16(4). <https://doi.org/10.3390/su16041679>
- Turchyn, A., Kashuba, O., Kravchuk, T., Navolska, H., & Derkach, H. (2022). The Dual Model of Practical Professional and Pedagogical Training of Future Teachers for Vocational Schools in Germany. *Journal of Education Culture and Society*, 13(2), 713–728. <https://doi.org/10.15503/jecs2022.2.713.728>.
- Thwe, W. P., & Kálmán, A. (2024). Lifelong Learning in the Educational Setting: A Systematic Literature Review. *Asia-Pacific Education Researcher*, 33(2), 407–417. <https://doi.org/10.1007/s40299-023-00738-w>
- Talentic. (2021). *Apa yang Harus Dilakukan Jika Anda Kesulitan Menemukan Kandidat yang Sesuai?*. Webpage: <https://www.talentic.id/resources/blog/apa-yang-harus-dilakukan-jika-anda-kesulitan-menemukan-kandidat-yang-sesuai/> diakses pada 24 Maret 2025.
- Telkom Group. (2024). *Pedoman Kompetensi Teknis Role Finance Support dan Deskripsi Jabatan VA/AVP (Dokumen Internal No. KEP/2024/04)*. PT Telekomunikasi Indonesia Tbk.
- Universitas Gadjah Mada. (2022a). *Fakultas*. Webpage: <https://ugm.ac.id/id/fakultas/> diakses pada 10 Januari 2025.
- Universitas Gadjah Mada. (2024a). *Database perusahaan magang mandiri*. Webpage: <https://karir.feb.ugm.ac.id/2024/07/18/database-perusahaan-magang-mandiri/> diakses pada 9 Desember 2024.
- Universitas Gadjah Mada Fakultas Ekonomika dan Bisnis. (2024). *FEB UGM Perkuat Komitmen Menjadi Kampus Berkelanjutan*. Webpage: <https://feb.ugm.ac.id/id/berita/4552-feb-ugm-perkuat-komitmen-menjadi-kampus-berkelanjutan> diakses pada 25 Maret 2025.
- Universitas Gadjah Mada Fakultas Ekonomika dan Bisnis. (2025). *Memadukan Tradisi, Inovasi, dan Keberlanjutan dalam Pendidikan*. Webpage: <https://feb.ugm.ac.id/id/page/270#:~:text=Sebagai%20salah%20satu%20fakultas%20terkemuka%20di%20Indonesia%2C,dan%20suportif%20di%20mana%20mahasiswa%20dapat%20mengembangkan> diakses pada 25 Maret 2025.
- Universitas Gadjah Mada. (2024b). *Hasil Riset Mahasiswa MBKM Lebih Mudah Mendapat Pekerjaan*. Webpage: <https://ugm.ac.id/id/berita/hasil-riset-mahasiswa-mbkm-lebih-mudah-mendapat-pekerjaan/> diakses pada 14 Oktober 2025.

Undang-Undang Republik Indonesia Nomor 20 Tahun 2003 Tentang Sistem Pendidikan Nasional.

Undang-Undang Republik Indonesia Nomor 12 Tahun 2012 Tentang Pendidikan Tinggi.

Utami, R. N. P. (2024). *Laporan akhir magang di Lazada Indonesia*. Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada.

Vipler, B., Snyder, B., McCall-Hosenfeld, J., Haidet, P., Peyrot, M., & Stuckey, H. (2022). Transformative learning of medical trainees during the COVID-19 pandemic: A mixed methods study. *PLoS ONE*, *17*(9 September).

World Economic Forum. (2025). *Future of jobs report 2025*. World Economic Forum. <https://www.weforum.org/reports/the-future-of-jobs-report-2025/>

Wang, J., Chia, I., & Yap, J. (2024). A qualitative study of transformative learning during internships. *Higher Education, Skills and Work-Based Learning*. <https://doi.org/10.1108/HESWBL-08-2023-0216>

Yang, Y., Zheng, Y., Xie, G., & Tian, Y. (2022). The Influence Mechanism of Learning Orientation on New Venture Performance: The Chain-Mediating Effect of Absorptive Capacity and Innovation Capacity. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.81884>

Zell, E., & Stockus, C. A. (2025). Social support and psychological adjustment: A quantitative synthesis of 60 meta-analyses. *American Psychologist*, *80*(1), 33–46. <https://doi.org/10.1037/amp0001323>