

Peran *Perceived Organizational Support* (POS) terhadap Aspirasi Karier pada Mahasiswa Magang

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Abstact. *Students are in a transitional phase towards the world of work, and internships are an important means of improving their readiness. At this stage, career aspirations serve as a guideline for career development and can be influenced by personal and environmental factors, including perceived organizational support or Perceived Organizational Support (POS). This study aims to examine the role of POS on the career aspirations of interns using a quantitative cross-sectional approach with POS and career aspiration scales. Analysis was conducted using Multivariate Multiple Regression (MMR) and simple linear regression. Participants included 152 students aged 18 - 23 years who were currently or had previously interned for at least one month. The results showed that POS had a positive and significant role in career aspirations. These findings emphasize the importance of organizational support in strengthening students' career goals and contribute to the development of research and practices in internship program management.*

Keywords: *perceived organizational support (POS), career aspirations, internship, interns, organizational support, career transition*

Abstrak. Mahasiswa berada pada fase transisi menuju dunia kerja, dan magang menjadi sarana penting untuk meningkatkan kesiapan mereka. Pada tahap ini, aspirasi karier berfungsi sebagai pedoman arah perkembangan karier dan dapat dipengaruhi oleh faktor personal maupun lingkungan, termasuk persepsi dukungan organisasi atau *Perceived Organizational Support* (POS). Penelitian ini bertujuan menguji peran POS terhadap aspirasi karier mahasiswa magang menggunakan pendekatan kuantitatif *cross-sectional* dengan skala POS dan aspirasi karier. Analisis dilakukan menggunakan *Multivariate Multiple Regression* (MMR) dan regresi linear sederhana. Partisipan berjumlah 152 mahasiswa berusia 18 - 23 tahun yang sedang atau pernah magang minimal satu bulan. Hasil menunjukkan POS berperan positif dan signifikan terhadap aspirasi karier. Temuan ini menegaskan pentingnya dukungan organisasi dalam memperkuat tujuan karier mahasiswa dan berkontribusi pada pengembangan kajian serta praktik pengelolaan program magang.

Keywords: *perceived organizational support (POS), aspirasi karier, magang, mahasiswa magang, dukungan organisasi, transisi karier*