

Daftar Pustaka

- Adeoye, M. A. (2023). Review of sampling techniques for education. *Asean Journal for Science Education*, 2(2).
- Agustin, E. I., Masrukin., Dadan, S. (2024). Analisis kesenjangan ekspektasi dan realitas hubungan mahasiswa dan mitra magang dalam program magang merdeka belajar. *Journal on Education*, 7(1).
<https://doi.org/10.31004/joe.v7i1.6295>
- Amalia, R., Widianti, & Bachri, A. S. (2025). Komunikasi nonverbal mahasiswa magang di perusahaan jepang: Kajian terhadap komunikasi nonverbal sektor pariwisata. *Jurnal Program Studi Sastra Jepang*, 14(1), 24–37.
<https://ojs.unikom.ac.id/index.php/janarusaja/article/download/13324/5138/57412>
- Amani, Z. (2022). *Kepuasan kerja pada mahasiswa magang startup ditinjau dari desain kerja dan upah*. (Skripsi Sarjana, Universitas Gadjah Mada).
- Ambarita, N., & Butar, S. B. (2024). Social cognitive career theory on entrepreneurial intention of vocational students. *JBMP (Jurnal Bisnis Manajemen Dan Perbankan)*, 10(2), 224–235.
<https://doi.org/10.21070/jbmp.v10i2.2036>
- Anjum, S. (2020). Impact of internship programs on professional and personal development of business students: A case study from pakistan. *Future Business Journal*, 6(2). <https://doi.org/10.1186/s43093-019-0007-3>
- Atta, M. H. R., Hammad, H. A., & Elzohairy, N. W. (2024). The role of empathy in the relationship between emotional support and caring behavior towards patients among intern nursing students. *BMC Nursing*, 23(1), 443.
<https://doi.org/10.1186/s12912-024-02074-w>
- Ayda, N., & Widagdo, H. H. (2025). Magang mahasiswa dan optimalisasi layanan kesejahteraan masyarakat. *Gudang Jurnal Pengabdian Masyarakat*, 3(2).
- Milenia, C. (2022). *Peran konsep diri dan efikasi diri akademik terhadap aspirasi karir mahasiswa*. (Skripsi Sarjana, Universitas Gadjah Mada).
- Bandura, A., & National Inst of Mental Health. (1986). Social foundations of thought and action: A social cognitive theory. *Prentice-Hall, Inc.*
- Biu, E. O., Nwakuya, M. T., & Wonu, N. (2019). Detection of non-normality in data sets and comparison between different normality tests. *Asian Journal of Probability and Statistics*, 1–20.
<https://doi.org/10.9734/ajpas/2019/v5i430149>
- Blokker, R., Akkermans, J., Marciniak, J., Jansen, P. G. W., & Khapova, S. N. (2023). Organizing school-to-work transition research from a sustainable



- career perspective: A review and research agenda. *Work Aging and Retirement*, 9(3), 239–261. <https://doi.org/10.1093/workar/waad012>
- Brown, S. D., & Lent, R. W. (2019). Social cognitive career theory at 25: Progress in studying the domain satisfaction and career self-management models. *Journal of Career Assessment*, 27(4), 563–578. <https://doi.org/10.1177/1069072719852736>
- Capa-Aydin, Y., Uzuntiryaki-Kondakci, E., & Ceylandag, R. (2018). The relationship between vicarious experience, social persuasion, physiological state, and chemistry self-efficacy: The role of mastery experience as a mediator. *Psychology in the Schools*, 55(10), 1224–1238. Portico. <https://doi.org/10.1002/pits.22201>
- Chatterjee, D., Ford, J. K., Rojewski, J., & Watts, S. W. (2019). Exploring the impact of formal internships on biomedical graduate and postgraduate careers: an interview study. *CBE—Life Sciences Education*, 18(2), ar20. <https://doi.org/10.1187/cbe.18-09-0199>
- Chauhan, J., Mishra, G., and Bhakri, S. (2021). Career success of women: Role of family responsibilities, mentoring, and perceived organizational support. *Vision* 26, 105–117. <https://doi.org/10.1177/09722629211024887>
- Cheng, S., & Yuen, M. (2012). Education and career aspirations among chinese high school students: Validation of the career aspiration scale. *The Asia-Pacific Education Researcher*, 21(2), 394–401. <http://bibliography.ied.edu.hk:8080/washk/detail?channelid=128933&searchword=id=201463092yc>
- Crites, J. O. (1969). Vocational psychology: The study of vocational behavior and development. *McGraw-Hill*.
- Dahling, J. J., & Thompson, M. N. (2010). Contextual supports and barriers to academic choices: A policy-capturing analysis. *Journal of Vocational Behavior*, 77(3), 374–382. <https://doi.org/10.1016/j.jvb.2010.07.007>
- De La Cruz, J. V. (2025). Internship experience and career aspirations of fresh graduates from the bachelor of science in hospitality management program: A structural equation modeling approach. *Formosa Journal of Multidisciplinary Research*, 4(9), 4427–4436. <https://doi.org/10.55927/fjmr.v4i9.486>
- Ebner, K., Soucek, R., & Selenko, E. (2021). Perceived quality of internships and employability perceptions: the mediating role of career-entry worries. *Education + Training*, 63(4), 579–596. <https://doi.org/10.1108/et-02-2020-0037>
- Edwin, M., Pulse, H., Alhiyari, N., Salvatierra, D., Martin C. (2022). The impact of academic aspiration and career uncertainty on students college outcomes. *Journal of College Access*, 7(2). <https://scholarworks.wmich.edu/jca/vol7/iss2/4>



- Eisenberger, R., Huntington, R., Hutchison, S., Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507. <https://psycnet.apa.org/doi/10.1037/0021-9010.71.3.500>
- Fadel, A. F., & Kinayung, D. (2023). Kecemasan karir: Konsep diri dan dukungan sosial pada mahasiswa. *Taujihat: Jurnal Bimbingan Konseling Islam*, 4(2). <https://doi.org/10.21093/tj.v4i2.8023>
- Faridah, F., Marzuki, F., & Syafril, H. (2024). Pengaruh pengalaman magang terhadap kesiapan kerja mahasiswa administrasi perkantoran politeknik lp3i jakarta kampus depok. *Jurnal Review Pendidikan Dan Pengajaran*, 7(4). <https://doi.org/10.31004/jrpp.v7i4.35982>
- Fatimah, M. N., Aditya, A. M., & Umar, M. F. R. (2024). Pengaruh contextual support and barrier terhadap career indecision pada mahasiswa akhir di kota makassar. *Jurnal Psikologi Karakter*, 4(2), 401–405. <https://doi.org/10.56326/jpk.v4i2.3444>
- Feldman, D. C., & Ng, T. W. H. (2007). Careers: mobility, embeddedness, and success. *Journal of Management*, 33(3), 350–377. <https://doi.org/10.1177/0149206307300815>
- Ghanad, A. (2023). An overview of quantitative research methods. *International Journal of Multidisciplinary Research and Analysis*, 6(8). <http://dx.doi.org/10.47191/ijmra/v6-i8-52>
- Gossen, D. (2024). It says stem so it must work for everyone: Experiences, beliefs, and career choices across the stem disciplines. *International Journal of Education in Mathematics Science and Technology*, 12(3), 660–681. <https://doi.org/10.46328/ijemst.3450>
- Gray, M. P., & O'Brien, K. M. (2007). Advancing the assessment of women's career choices: the career aspiration scale. *Journal of Career Assessment*, 15(3), 317–337. <https://doi.org/10.1177/1069072707301211>
- Gregor, M. A., & O'Brien, K. M. (2015). Understanding career aspirations among young women: Improving instrumentation. *Journal of Career Assessment*, 24(3), 559–572. <https://doi.org/10.1177/1069072715599537>
- Grosemans, I., Hannes, K., Neyens, J., & Kyndt, E. (2020). Emerging adults embarking on their careers: Job and identity explorations in the transition to work. *Youth & Society*, 52(5), 795–819. <https://doi.org/10.1177/0044118X18772695>
- Guballa, M. J. S., Burgos, A. M. C., Hipolito, J. C., Miranda, J. I. S., Tugade, A. D., & Wagan, R. M. S. (2024). Overcoming Career-Entry Dilemmas: A Phenomenological Analysis of Graduating Psychology Students' Perception Towards College-to Professional Transition. *International Journal of Research and Innovation in Social Science*, VIII(IV), 1–23. <https://doi.org/10.47772/ijriss.2024.804001>
- Hadiyati, M. A., Astuti, B. (2023). Student careers: What factors influence career choice?. *Journal of Educational Research and Evaluation*, 7(4), 608–614. <https://doi.org/10.23887/jere.v7i4.61686>



- Hamzah, S. R., Musa, S. N. S., & Mohamad, N. (2022). The mediating effect of self-efficacy on career aspiration and organizational support with subjective career success among Malaysian women managers during the Covid-19 pandemic. *Frontiers in Sociology*, 7, 802090. <https://doi.org/10.3389/fsoc.2022.802090>
- Hanifa, F. D., Fardana, N. A., & Yoenanto, N. H. (2022). Peran kecemasan karir terhadap keraguan pengambilan keputusan karir. *Jurnal Pendidikan Tambusai*, 7(2). <https://doi.org/10.31004/jptam.v7i2.8704>
- Haojie, L., Taddese, E. T., Yingying, W., & Jiangping, N. (2025). The impact of internship experience and career aspirations on the academic performance of railway electrical automation students in China. *Frontiers in Education*, 10. <https://doi.org/10.3389/feduc.2025.1652869>
- Hardie, G., Almeida, S., & Ross, P. J. (2018). Value of industry mentoring and resource commitment to the success of an undergraduate internship program: A case study from an Australian university. *Research Online (University of Wollongong)*, 19(2), 155–168. <https://ro.uow.edu.au/buspapers/1442>
- Hellman, C. M., Fuqua, D. R., & Worley, J. (2006). A reliability generalization study on the survey of perceived organizational support. *Educational and Psychological Measurement*, 66(4), 631–642. <https://doi.org/10.1177/0013164406288158>
- Hu, X., Ma, Y., Xu, Y., Zhao, P., & Wang, J. (2021). Expanding the scope of multivariate regression approaches in Cross-Omics research. *Engineering*, 7(12), 1725–1731. <https://doi.org/10.1016/j.eng.2020.05.028>
- Ifeanyieze, F. O., Ede, K. R., & Isiwu, E. C. (2023). Effect of career counseling on students interest, academic performance and retention rate in agricultural education programme in universities in south east nigeria. *Zenodo (CERN European Organization for Nuclear Research)*. <https://doi.org/10.5281/zenodo.8249980>
- Indonesia. (2003). Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan. Sekretariat Negara Republik Indonesia. <https://peraturan.bpk.go.id/Home/Details/43013>
- Ireland, G. W., & Lent, R. W. (2018). Career exploration and decision-making learning experiences: A test of the career self-management model. *Journal of Vocational Behavior*, 106, 37–47. <https://doi.org/10.1016/j.jvb.2017.11.004>
- Izah, S. C., Sylva, L., & Hait, M. (2023). Cronbach's alpha: A cornerstone in ensuring reliability and validity in environmental health assessment. *ES Energy & Environments*. <https://doi.org/10.30919/esee1057>
- Jarunratanakul, P., & Jinchang, K. (2018). Does sexism affect thai women's psychological and behavioural responses? The stereotype threat-buffering effect of mindfulness. *Journal of Pacific Rim Psychology*, 12, E26. <https://doi.org/10.1017/prp.2018.10>



- Jinbei, L., Arshad, M. A., & Qilin, M. (2025). Examining the relationship between perceived organizational support and career success: A comprehensive review. *International Journal of Academic Research in Business and Social Sciences*, 15(2). <https://doi.org/10.6007/ijarbss/v15-i2/24535>
- Jonck, P. (2021). Exploring the theoretical link between career choice anxiety, psychological well-being and career self-efficacy: A conceptual framework. *International Journal of Innovation, Creativity and Change*, 15(10).
- Khampirat, B. (2019). A second-order confirmatory factor analysis of the career aspirations scale of female thai students. *International Journal of Learning Teaching and Educational Research*, 18(11), 265–282. <https://doi.org/10.26803/ijlter.18.11.16>
- Khwarizmi, M. R. (2022). The effect of internship experience on student work readiness at um. *Journal of Career and Entrepreneurship*, 1(1). <https://doi.org/10.22219/jce.v1i1.20970>
- Kim, Y. H., O'Brien, K. M., & Kim, H. (2015). Measuring career aspirations across cultures. *Journal of Career Assessment*, 24(3), 573–585. <https://doi.org/10.1177/1069072715599538>
- Kleine, A., Schmitt, A., & Wisse, B. (2021). Students' career exploration: A meta-analysis. *Journal of Vocational Behavior*, 131, 103645. <https://doi.org/10.1016/j.jvb.2021.103645>
- Kunchai, J., Chonsalasin, D., & Khampirat, B. (2021). Psychometric properties and a multiple indicators multiple cause model of the career aspiration scale with college students of rural thailand. *Sustainability*, 13(18), 10377. <https://doi.org/10.3390/su131810377>
- Kurniawan, C. K., & Indrayanti. (2023). Schwartz's values, perceived organizational support (pos), and work engagement: The mediating role of work meaningfulness: [Schwartz's values, perceived organizational support (pos), dan work engagement: Peran mediasi dari work meaningfulness]. *ANIMA Indonesian Psychological Journal*, 38(1), 105-128. <https://doi.org/10.24123/aipj.v38i1.4877>
- Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45(1), 79–122. <https://doi.org/10.1006/jvbe.1994.1027>
- Lent, R. W., Brown, S. D., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. *Journal of Counseling Psychology*, 47(1), 36–49. <https://doi.org/10.1037/0022-0167.47.1.36>
- Lent, R. W., & Brown, S. D. (2002). Social cognitive career theory and adult career development. In S. G. Niles (Ed.), *Adult career development: Concepts, issues and practices (3rd ed., pp. 76–97)*. National Career Development Association.



- Lent, R. W., & Brown, S. D. (2013). Social cognitive model of career self-management: Toward a unifying view of adaptive career behavior across the life span. *Journal of Counseling Psychology, 60*(4), 557–568. <https://doi.org/10.1037/a0033446>
- Lent, R. W., & Brown, S. D. (2019). Social cognitive career theory at 25: Empirical status of the interest, choice, and performance models. *Journal of Vocational Behavior, 115*, 103316. <https://doi.org/10.1016/j.jvb.2019.06.004>
- Li, T., & Liu, Y. (2025). STEM fever but hesitate to choose? The contextual factors influencing the STEM career choice of female undergraduate students in China. *Research in Science Education*. <https://doi.org/10.1007/s11165-025-10257-x>
- Ma, Y., Chen, S. C., & Ruangkanjanases, A. (2020). Perceived organizational support and career adaptability as predictors of self and environmental career exploration: An empirical investigation in china. *Preprints*. <https://doi.org/10.20944/preprints202007.0592.v1>
- Madigan, C., Johnstone, K., Cook, M., & Brandon, J. (2018). Do student internships build capability? – What OHS graduates really think. *Safety Science, 111*, 102–110. <https://doi.org/10.1016/j.ssci.2018.10.003>
- Masrotin, M., & Wahjudi, E. (2021). Peran efikasi diri dalam memediasi pengaruh pengenalan lapangan persekolahan (PLP) dan persepsi profesi guru terhadap minat menjadi guru akuntansi. *Jurnal Pendidikan Akuntansi (JPAK), 9*(2), 178–189. <https://doi.org/10.26740/jpak.v9n2.p178-189>
- Matteo, E. K., & You, D. (2020). Designing undergraduate internships to foster ethical leadership. *Journal of Character Education, 16*(1), 87–94
- Mayra, Z., Sunawan, S., Purwanto, E. (2020). The development of students career aspiration. *Jurnal Bimbingan Konseling, 9*(1), 40-48. <https://doi.org/10.15294/jubk.v9i1.28839>
- Mensah, C., Appietu, M. E., & Asimah, V. K. (2020). Work-based social support and hospitality internship satisfaction. *Journal of Hospitality Leisure Sport & Tourism Education, 27*, 100242. <https://doi.org/10.1016/j.jhlste.2020.100242>
- Mikawati, R. V., Yuwanto, L., & Halim, S. V. (2019). Hubungan antara perceived organizational support dan quality of worklife dengan organizational citizenship behavior pt.x. *Calyptra: Jurnal Ilmiah Mahasiswa Universitas Surabaya, 8*(1)
- Milenia, C. (2022). *Peran konsep diri dan efikasi diri akademik terhadap aspirasi karir mahasiswa*. (Skripsi Sarjana, Universitas Gadjah Mada).
- Miller, A. K., Osborn, D. S., Sampson, J. P., Peterson, G. W., & Reardon, R. C. (2018). The impact of a college career course on students' career decision states. *The Career Development Quarterly, 66*(4), 371–377. <https://doi.org/10.1002/cdq.12157>



- Mokalu, J. V. P. (2023). *Peran efikasi diri terhadap resiliensi pada mahasiswa magang*. (Skripsi Sarjana, Universitas Gadjah Mada).
- Mongkar, S. A., & Widanaputra, A. A. G. P. (2024). Social cognitive career theory and the goal of becoming a certified public accountant in public accounting firm employees. *International Journal of Economic Literature (INJOLE)*, 2(12), 4092 - 4095.
- Muktiani, E. E. (2014). Pengaruh praktik kerja industri dan prestasi akademik mata diklat produktif akuntansi terhadap kesiapan kerja siswa kelas xi program keahlian akuntansi amk nasional pati tahun pelajaran 2012/2013. *Economic Education Analysis Journal*, 3(1), 166–172
- Nabilla, S. Z. (2025). Tantangan dan strategi komunikasi mahasiswa magang indonesia dalam lingkungan kerja multikultural di thailand. *Triwikrama: Jurnal Ilmu Sosial*, 10(5).
- Natasha, G. D., & Kaihatu, V. A. M. (2024). Pengaruh perceived social support pada career adaptability mahasiswa peserta magang mbkm. *JURNAL ADAT - Jurnal Seni, Desain & Budaya Dewan Kesenian Tangerang Selatan*, 6(2), 47–53.
- Ngo, T. H., Le, T. H., Tran, K. a. D., & Nguyen, C. L. N. (2025). Impact of internship programs on students' employability at foreign universities in the era of Uncertainty: A case study from vietnam. *In Springer Proceedings in Business and Economics* (pp. 911–926). https://doi.org/10.1007/978-981-96-4116-1_58
- Noaman, S. B., & Askri, S. (2025). Attainment of internship outcomes amidst challenges and support systems. *In Technology and Innovative Management as Drivers of Sustainable Progress* (pp. 413–448). <https://doi.org/10.4018/979-8-3373-2858-4.ch015>
- Nouvan. (2025, June 1). *Banten Jadi Provinsi Dengan Jumlah Mahasiswa Terbanyak di Indonesia 2024*. Dataloka.id. <https://dataloka.id/humaniora/3901/banten-jadi-provinsi-dengan-jumlah-mahasiswa-terbanyak-di-indonesia-2024/#:~:text=Jumlah%20mahasiswa%20di%20Indonesia%20pada%202024%20tercatat%20sebanyak%208.467.714,yang%20berjumlah%208.316.919%20mahasiswa.>
- Nurrohim, Y. T., Sumastuti, E., Setyorini, N. (2023). Analisis pengambilan keputusan karir mahasiswa dengan eksplorasi karir sebagai pemediasi. *Jurnal Ilmiah MEA (Manajemen, Ekonomi, dan Akuntansi)*, 7(3). <https://doi.org/10.31955/mea.v7i3.3525>
- O'Brien, K. M. (1996). The influence of psychological separation and parental attachment on the career development of adolescent women. *Journal of Vocational Behavior*, 274(48), 257–274.
- Ocampo, A. C. G., Lopez Reyes, M., Chen, Y., Restubog, S. L. D., Chih, Y.-Y., Chua-Garcia, L., & Guan, P. (2020). The role of internship participation and conscientiousness in developing career adaptability: A five-wave growth



- mixture model analysis. *Journal of Vocational Behavior*, 120. <https://doi.org/10.1016/j.jvb.2020.103426>
- Pan, G., Cai, Y., Yang, Q., & Shi, W. (2024). Effects of career aspirations of new generation employees on proactive socialization behavior. *SAGE Open*, 14(3). <https://doi.org/10.1177/21582440241285126>
- Pasay-An, E., Alsharani, S. R., Shanmugam, S. R., Alalawi, R. H., Alreshidi, M. S., Alrashidi, N. A., Gonzales, A., Gutierrez, J., Areola, B., Gonzales, F., & Dominguez, A. J. (2025). Exploring nursing intern students' experiences of stress and resilience during internship using photovoice. *BMC Nursing*, 24(1), 1037. <https://doi.org/10.1186/s12912-025-03701-w>
- Peña-Calvo, J., Inda-Caro, M., Rodríguez-Menéndez, C., & Fernández-García, C. (2016). Perceived supports and barriers for career development for second-year stem students. *Journal of Engineering Education*, 105(2), 341–365. <https://doi.org/10.1002/jee.20115>
- Pordelan, N., & Hosseinian, S. (2020). Design and development of the online career counselling: a tool for better career decision-making. *Behaviour and Information Technology*, 41(1), 118–138. <https://doi.org/10.1080/0144929x.2020.1795262>
- Prion, S. K., Haerling, K. A. (2020). Making sense of methods and measurements: Simple linear regression. *Clinical Simulation in Nursing*, 48, 94-95. <https://doi.org/10.1016/j.ecns.2020.07.004>
- Pravitha, T. S., & Elsy, P. (2018). Strategi adaptasi antar budaya mahasiswa dalam program internship di jepang. *Japanology*, 6(2), 242–252. <https://journal.unair.ac.id/download-fullpapers-jplg724973213ffull.pdf>
- Purwaningrum, E. K., Suhariadi, F., Fajrianti. (2020). Participation and commitment to change on middle managers in indonesia: The role of perceived organizational support as mediator. *Global Business Review*, 23(1). <http://dx.doi.org/10.1177/0972150919892371>
- Rhoades, L., Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698-714. <https://psycnet.apa.org/doi/10.1037/0021-9010.87.4.698>
- Rizkidarajat, W., Rohmah, N. S., & Wardhianna, S. (2025). Transisi dari pendidikan tinggi menuju pekerjaan pada mahasiswa jurusan sosiologi dan ilmu politik fisisip universitas jenderal soedirman. *Jurnal Pendidikan dan Teknologi Indonesia*, 5(6), 1575–1588. <https://doi.org/10.52436/1.jpti.837>
- Rojewski, J. W. (2005). Occupational aspirations: Constructs, meanings, and application. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 131-154). John Wiley & Sons, Inc.
- Sa'adah, N. L., & Khair, N. Z. (2024). Hambatan Perencanaan Karir Mahasiswa Sebagai Generasi Milenial di Universitas KH. A. Wahab Hasbullah Jombang. *Jurnal Bintang Pendidikan Indonesia*, 2(4), 397–403. <https://doi.org/10.55606/jubpi.v2i4.3331>



- Sa'idah, I. (2018). Memprediksi minat karier dan pilihan aspirasi terhadap pertimbangan pilihan karier berdasarkan social cognitive career theory (SCCT). *Jurnal Konseling Indonesia*, 3(2), 48 - 56.
- Sawitri, D. R., Hadiyanto, H., & Hadi, S. P. (2015). Pro-environmental behavior from a social cognitive theory perspective. *Procedia Environmental Sciences*, 23, 27–33. <https://doi.org/10.1016/j.proenv.2015.01.005>
- Scanlan, G. M., Cleland, J., Walker, K., & Johnston, P. (2018). Does perceived organisational support influence career intentions? The qualitative stories shared by uk early career doctors. *BMJ Open*, 8(6), e022833. <https://doi.org/10.1136/bmjopen-2018-022833>
- Schoon, I., Polek, E. (2011). Teenage career aspirations and adult career attainment: The role of gender, social background, and general cognitive ability. *International Journal of Behavioral Development*, 35, 210-217. <https://doi.org/10.1177/0165025411398183>.
- Schnoes, A. M., Caliendo, A., Morand, J., Dillinger, T., Naffziger-Hirsch, M., Moses, B., Gibeling, J. C., Yamamoto, K. R., Lindstaedt, B., McGee, R., & O'Brien, T. C. (2018). Internship experiences contribute to confident career decision making for doctoral students in the life sciences. *CBE—Life Sciences Education*, 17(1). <https://doi.org/10.1187/cbe.17-08-0164>
- Shahibah, A. (2025, May 20). *Inilah Proporsi Penduduk Indonesia Berdasarkan Umur; Update Mei 2025*. GoodStats. <https://data.goodstats.id/statistic/inilah-proporsi-penduduk-indonesia-berdasarkan-umur-update-mei-2025-UHjKN>
- Sheu, H.-B., Lent, R. W., Brown, S. D., Miller, M. J., Hennessy, K. D., & Duffy, R. D. (2010). Testing the choice model of social cognitive career theory across Holland themes: A meta-analytic path analysis. *Journal of Vocational Behavior*, 76(2), 252–264. <https://doi.org/10.1016/j.jvb.2009.10.015>
- Sholikhah, Z., Kismo, G., & Nastiti, T. (2025). Walking along the ethical stream – how internship program shape students' authentic leadership tendency: Evidence from the Indonesian national internship program. *Education + Training*, 67(7–8), 770–785. <https://doi.org/10.1108/et-12-2024-0591>
- Sifah, E. Z. (2015). *Pengaruh efikasi diri terhadap aspirasi karir pada siswa kelas x sma negeri 1 depok sleman yogyakarta*. (Skripsi Sarjana, Universitas Negeri Yogyakarta).
- Simanjuntak, T. D. (2025). *Pengaruh academic satisfaction terhadap work self-efficacy pada mahasiswa magang*. (Skripsi Sarjana, Universitas Gadjah Mada).
- Siregar, N. a. P. A., Qoyyimah, N. N. D., Surayya, N. A., Nasution, N. S. Y. N. F., & Siregar, N. D. Y. (2023). Pengaruh magang Pendidikan terhadap pengembangan kompetensi mahasiswa. *Guruku Jurnal Pendidikan Dan Sosial Humaniora*, 2(1), 81–89. <https://doi.org/10.59061/guruku.v2i1.567>



- Squadrito, M. (2021). *Perceived organizational support for women's advancement and turnover intentions and career advancement aspirations: The mediating role of job and employer satisfaction*. (Thesis, Virginia Commonwealth University).
- Stratton, S. J. (2024). Purposeful sampling: Advantages and pitfalls. *Prehospital and Disaster Medicine*, 39(2), 121-122. <https://doi.org/10.1017/S1049023X24000281>
- Suprayitno., Putra, M. P., Ulfah, S. M. (2022). Implementasi program kampus merdeka (studi kasus magang di rumah rakyat di sekretariat jenderal dewan perwakilan rakyat republik indonesia). *Jurnal Administrasi dan Kebijakan Publik*, 7(22). <https://doi.org/10.25077/jakp.7.2.115-125.2022>
- Surya, A., Sofiah, D., Farhanindya, H. H. (2025). Efikasi diri dan kecemasan karir mahasiswa tingkat akhir. *Sukma: Jurnal Penelitian Psikologi*, 6(1), 11-19.
- Tanjung, M. H. a. A., Harahap, N. B., Siboro, M. E., & Harahap, M. (2023). Program magang keahlian sebagai sarana praktik dan peningkatan kompetensi mahasiswa di bidang penerbitan. *Indonesian Journal of Community Services*, 5(1), 1. <https://doi.org/10.30659/ijocs.5.1.1-11>
- Thessin R. A., Clayton J. K., Jamison K. (2020). Profiles of the administrative internship: The mentor/intern partnership in facilitating leadership experiences. *Journal of Research on Leadership Education*, 15(1), 28–55.
- Tolay, E., Sürgevil, O., & Topoyan, M. (2012). Impact of structural and psychological empowerment on affective commitment and job satisfaction in academic work settings. *Ege Akademik Bakış Dergisi [Ege Academic Review]*, 12(4), 449-465.
- Tsai, C., Hsu, H., & Yang, C. (2017). Career decision self-efficacy plays a crucial role in hospitality undergraduates' internship efficacy and career preparation. *Journal of Hospitality Leisure Sport & Tourism Education*, 21, 61–68. <https://doi.org/10.1016/j.jhlste.2017.08.002>
- Udayar, S., Levin, N., Lipshits-Braziler, Y., Rochat, S., Di Fabio, A., Gati, I., Sovet, L., & Rossier, J. (2020). Difficulties in career decision making and self-evaluations: A meta-analysis. *Journal of Career Assessment*, 28(4), 608–635. <https://doi.org/10.1177/1069072720910089>
- Utami, A. W., Parimita, W., & Wolor, C. W. (2023). Pengaruh perceived organizational support terhadap kreativitas karyawan magang melalui keterlibatan kerja pada PT. Pelabuhan Indonesia. *Jurnal Pendidikan: SEROJA*, 2(5), 35-48. <https://doi.org/10.572349/seroja.v2i5.1111>
- Valentina, A. A. F., Muchsini, B. (2024). Hubungan pengalaman magang du/di dan perencanaan karir dengan kesiapan kerja mahasiswa pendidikan akuntansi. *Jurnal Maneksi*, 13(3). <https://doi.org/10.31959/jm.v13i3.2378>
- Wang, D., Liu, X., & Deng, H. (2022). The perspectives of social cognitive career theory approach in current times. *Frontiers in Psychology*, 13, 1023994. <https://doi.org/10.3389/fpsyg.2022.1023994>



- Wardiningsih, R., Ferdaus, N. N. (2024). Pengaruh pengalaman magang terhadap kompetensi praktis mahasiswa diiii akuntansi universitas mataram. *Jurnal Akuntansi dan Keuangan Syariah - Aliansi*, 7(2). <https://doi.org/10.54712/aliansi.v7i2.354>
- Wendling, E., & Sagas, M. (2020). An application of the social cognitive career theory model of career self-management to college athletes' career planning for life after sport. *Frontiers in Psychology*, 11, 9. <https://doi.org/10.3389/fpsyg.2020.00009>
- Widjaja, P. S., & Prapunoto, S. (2024). Self efficacy dan future career anxiety pada mahasiswa tingkat akhir universitas kristen satya wacana. *Jurnal Kajian Ilmu Psikologi*, 9(7).
- Widiastuti, N. (2017). Aspirasi karier siswa sma berdasarkan status sosial ekonomi dan gender. *Indonesian Journal of Educational Counseling*, 1(20), 109–128
- Widyachandra, C. E., Lee, V., Zamralita, Z., & Venesia, V. (2023). Gambaran stres kerja pada mahasiswa magang di jabodetabek. *Provitae Jurnal Psikologi Pendidikan*, 16(2), 73–85. <https://doi.org/10.24912/provitae.v16i2.26705>
- Wintoro, A. Y., Dwiputri, R. R., Yuniarti, S., & Iskandarsyah, A. (2018). Mengenal lebih dekat: Occupational stress pada dokter internsip. *Journal of Psychological Science and Profession*, 2(1), 67. <https://doi.org/10.24198/jpsp.v2i1.16840>
- Wulansari, A. D. (2023). *Survei: Beban kerja mahasiswa magang setara pekerja penuh waktu tapi mayoritas tak diupah*. The Conversation. <https://theconversation.com/survei-beban-kerja-mahasiswa-magang-setara-pekerja-penuh-waktu-tapi-mayoritas-tak-diupah-206998>
- Zhang, Y., Li, Q., Wang, X., Zhang, Y., Li, H., & Zhang, R. (2024). The paths of career aspiration for intern nursing students: A fuzzy-set qualitative comparative analysis. *Nurse Education in Practice*, 81, 104155. <https://doi.org/10.1016/j.nepr.2024.104155>
- Zhao, S., Liang, Q., Tao, H., Fan, S., Xia, Y., Zeng, L., Wang, G., Liu, H., Huang, H., & Xiao, J. (2024). Transition shock among nursing interns and its relationship with patient safety attitudes, professional identity and climate of caring: a cross-sectional study. *BMC Nursing*, 23(1), 64. <https://doi.org/10.1186/s12912-024-01722-5>
- Zola, N., Yusuf, A. M., Firman, F. (2022). Konsep social cognitive career theory. *Jurnal Riset Tindakan Indonesia (JRTI)*, 7(1), 24–28. <https://doi.org/10.29210/30031454000>