

Berdasarkan hasil temuan dalam penelitian ini dapat disimpulkan bahwa terdapat peran persepsi kepercayaan supervisor terhadap keinginan belajar pada peserta magang. Namun, penelitian ini juga menemukan bahwa penambahan status kompensasi pada peranan persepsi kepercayaan supervisor terhadap keinginan belajar peserta magang tidak memiliki peran yang signifikan. Selain itu, penelitian ini juga menunjukkan bahwa status kompensasi tidak berperan sebagai moderator pada peran persepsi kepercayaan supervisor terhadap keinginan belajar peserta magang.

Terdapat beberapa implikasi praktis yang dapat diterapkan berdasarkan hasil temuan dalam penelitian ini yaitu perusahaan yang menerima peserta magang perlu memprioritaskan kualitas hubungan antara supervisor dan peserta magang karena kepercayaan supervisor terbukti berpengaruh lebih besar terhadap keinginan belajar dibandingkan status kompensasi. Hal ini menunjukkan bahwa upaya meningkatkan keinginan belajar peserta magang dapat diarahkan pada peningkatan kualitas supervisor, memberikan bimbingan, dan lain-lain yang tidak berfokus pada pemberian kompensasi saja.

Di samping itu, lembaga pendidikan juga dapat berperan dengan memastikan bahwa mitra magang memiliki komitmen yang besar terhadap kualitas supervisor agar peserta magang memperoleh pengalaman belajar yang maksimal. Dengan demikian, optimalisasi pengalaman magang dapat dicapai melalui penguatan aspek relasional dan kualitas pembimbingan, bukan melalui status kompensasi semata.

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