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Peran Supportive Work Environment terhadap Learning Agility Mahasiswa Magang Universitas Gadjah Mada
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Peran *Suppportive Work Environment* Terhadap *Learning Agility* Mahasiswa Magang Universitas Gadjah Mada

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Abstrak. Pesatnya perkembangan teknologi dan globalisasi, persaingan kerja menjadi semakin kompetitif. Semakin ketat persaingan kerja berarti semakin ketat seleksi yang dilakukan oleh SDM. Persaingan ini menuntut calon pekerja, khususnya mahasiswa untuk memiliki kemampuan teoritis dan praktikal. Kemampuan ini dapat diperoleh dari kegiatan magang. Namun tentu banyak tantangan pada proses magang, seperti sulitnya adaptasi dari situasi kuliah ke situasi kerja. Oleh karena itu, mahasiswa magang perlu keterampilan *learning agility* untuk membantu mahasiswa cepat belajar dan beradaptasi. *Learning agility* dapat dipengaruhi oleh lingkungan sekitar, seperti dukungan dari rekan, mentor, maupun organisasi. Penelitian ini bertujuan untuk mengetahui bagaimana lingkungan yang mendukung dapat mempengaruhi learning agility mahasiswa magang. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan menggunakan kuesioner yang disebarkan secara daring. Variabel *supportive work environment* diukur menggunakan Skala Supportive Work Environment. Sementara itu, variabel *learning agility* diukur menggunakan *Learning Agility Scale* (LAS). Data yang terkumpul dianalisis menggunakan regresi linear sederhana. Hasil penelitian menunjukkan bahwa *supportive work environment* berperan secara signifikan terhadap *learning agility* mahasiswan (R^2 = 0,198; p < ,001). Analisis korelasi

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menunjukkan bahwa *supportive work environment* berperan positif dengan *learning agility.*

Kata kunci: supportive work environment, learning agility, magang

Abstract. With the rapid development of technology and globalization, job competition is becoming increasingly competitive. Tighter job competition means stricter selection processes by human resources. This competition demands that prospective workers, especially students, possess theoretical and practical skills. These skills can be acquired through internships. However, the internship process certainly faces challenges, such as the difficulty of adapting from a college environment to a work environment. Therefore, interns need learning agility skills to help them learn and adapt quickly. Learning agility can be influenced by the surrounding environment, such as support from colleagues, mentors, and organizations. This study aims to determine how a supportive environment can influence the learning agility of interns. The method used in this study was a quantitative method using an online questionnaire. The supportive work environment variable was measured using the Supportive Work Environment Scale. Meanwhile, the learning agility variable was measured using the Learning Agility Scale (LAS). The collected data were analyzed using simple linear regression. The results showed that a supportive work environment played a significant role in student learning agility (R^2 = 0,198; p < ,001). Correlation analysis shows that supportive work environment is positively correlated with learning agility.

Keywords*: *supportive work environment, learning agility, internship