

DAFTAR PUSTAKA

- Badan Pusat Statistik. (2024). Keadaan Ketenagakerjaan Indonesia Agustus 2024. *Berita Resmi Statistik No. 83/11/Th. XXVII*.
<https://www.bps.go.id/id/pressrelease/2024/11/05/2373/tingkat-pengangguran-terbuka--tpt--sebesar-4-91-persen-.html>
- Benati, K., Lindsay, S., & Fischer, J. (2021). Applying theory in practice: views of graduating business students. *Education and Training, 63*(9), 1213–1224.
<https://doi.org/10.1108/ET-07-2020-0197>
- Aprilita, K. P., Pritasari, A., Bisnis, S., & Teknologi, I. (2024). The Influence of Soft Skills Development on Perceived Work Readiness : Case of Recent Public University Graduates. *Jurnal Ekonomi, Manajemen, Bisnis, Dan Sosial, 4*(4), 291–310. <https://embiss.com/index.php/embiss/article/view/327>
- Muhyiddin, M. (2023). Post COVID-19 Pandemic Employment Challenges and Indonesia's Opportunities to Take Advantage of the Demographic Bonus. *Jurnal Ketenagakerjaan, 18*(2), 97–108.
<https://doi.org/10.47198/jnaker.v18i2.253>
- Afryapollo, M. (2024). Mengoptimalkan Bonus Demografi : Peluang dan Tantangan bagi Tenaga Kerja Indonesia. *Jurnal Manajemen Riset Bisnis Indonesia, 13*(2), 35–43.
<https://jmrbi.stiemi.ac.id/index.php/lppm/article/view/118>
- Wulandari, N., Suranto, Wijayanti, S., Untari, I., Kailani, A., & Rafidiyah, D. (2023). The Impact of the Merdeka Belajar-Kampus Merdeka (MBKM) Program in Improving Student Competence. *Jurnal Ilmiah Kampus Mengajar, 3*(2), 146–162. <https://doi.org/10.56972/jikm.v3i2.133>
- Martha, E., & Wicaksono, D. (2024). *Hubungan Antara Internship Satisfaction dengan Employability pada Mahasiswa PKKMB dan MSIB di Fakultas Psikologi Universitas Airlangga*. 1–9.
<http://repository.unair.ac.id/id/eprint/133537>
- Nasrullah, Rizaldi, A. R., Nurbaya, S., Andayaningsih, S., Nurinaya, & Mira. (2021). Evaluasi Pelaksanaan Bentuk Kegiatan Pembelajaran Magang pada Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. *Jurnal Mirai Manajemen, 6*(2), 42–59.
<http://dx.doi.org/10.37531/mirai.v6i2.1307>
- Tempo.co. (2021). Evaluasi Program Magang Kemendikbud, Mahasiswa Kelebihan Beban Kerja. Diakses dari <https://www.tempo.co/sains/evaluasi-program-magang-kemendikbud-mahasiswa-kelebihan-beban-kerja-416747>

- O'Connor, H., & Bodicoatb, M. (2017). Exploitation or opportunity? Student perceptions of internships in enhancing employability skills. *British Journal of Sociology of Education*, 38(4), 435–449. <https://doi.org/10.1080/01425692.2015.1113855>
- Barriales, A. L. F., & Beltran, C. A. S. (2019). Internships within the curriculum and their importance as a bridge to the job market. *Proceedings of the 2019 International Symposium on Engineering Accreditation and Education*, 19–22. <https://doi.org/10.1109/ICACIT46824.2019.9130247>
- Lei, Y. (2024). Effect of Apprenticeship to Vocational College Graduates Employability. *International Journal For Multidisciplinary Research*, 6(3), 1–10. <https://doi.org/10.36948/ijfmr.2024.v06i03.22830>
- Pianda, D., Widiyanto, S., & Sartika, D. (2025). The influence employability of vocational students through internship experiences and 21st-century competencies : a moderated mediation model model. *Cogent Education*, 12(1). <https://doi.org/10.1080/2331186X.2025.2476285>
- Fenta, H. M., Asnakew, Z. S., Debele, P. K., Nigatu, S. T., & Muhaba, A. M. (2019). Analysis of supply side factors influencing employability of new graduates: A tracer study of Bahir Dar University graduates. *Journal of Teaching and Learning for Graduate Employability*, 10(2), 67–85. <https://doi.org/10.21153/jtlge2019vol10no2art801>
- Ocampo, A. C. G., Reyes, M. L., 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(April), 103426. <https://doi.org/10.1016/j.jvb.2020.103426>
- Mahfud, T., Masek, A., Suyitno, S., Ihsani, A. N. N., Fransisca, Y., Pranoto, P. W., Pranoto, A., Hadi, S., & Susanto, A. (2024). The Role of Work-Based Learning in Enhancing Career Adaptability: An Empirical Study from Vocational Students in Indonesian and Malaysian Universities. *Integration of Education*, 28(3), 436–453. <https://doi.org/10.15507/1991-9468.116.028.202403.436-453>
- Kwon, J. E. (2019). Work Volition and Career Adaptability as Predictors of Employability: Examining a Moderated Mediating Process. *Sustainability*, 11(24). <https://doi.org/10.3390/su11247089>
- Mulyana, O. P., Hidayah, N., Eva, N., Setiyowati, N., Al, A., & Shafie, H. (2025). Psychology Students ' Career Adaptability as Predictor Employability in

Public Health Systems. *South Eastern European Journal of Public Health*, *XXVI*, 553–566. <https://doi.org/10.70135/seejph.vi.3587>

Super, D. E. (1957). *The psychology of careers*. Harper & Row.

Savickas, M. L. (2005). *The theory and practice of career construction*. In S. D. Brown, & R. W. Lent (Eds.). *Career development and counselling: Putting theory and research to work*. Hoboken, NJ: Wiley.

Jatnika, R., & Ameliah, D. (2024). Descriptive Study of College Student's Career Adaptability with An Internship Experience. *Annals of Human Resource Management Research*, *13*(6), 503. <https://doi.org/10.35912/ahrmr.v4i1.1806>

Fang, M., Pan, R., Ding, R., Hou, Z., & Wang, D. (2024). Effect of proactive personality on career adaptability of higher vocational college students: the mediating role of college experience. *Frontiers in Psychology*. <https://doi.org/10.3389/fpsyg.2024.1333677>

Haenggli, M., & Hirschi, A. (2020). Career adaptability and career success in the context of a broader career resources framework. *Journal of Vocational Behavior*, *116*, 103355. <https://doi.org/10.1016/j.jvb.2019.103355>

Green, Z., Noor, U., & Hashemi, M. N. (2020). Furthering proactivity and career adaptability among university students: Test of intervention. *Journal of Career Development*, *47*(3), 328-341. <https://doi.org/10.1177/1069072719870739>

McIlveen, P., & Perera, H. N. (2019). The role of career adaptability in career development and employability. *Journal of Vocational Behavior*, *111*, 5-17 . <https://doi.org/10.1016/j.jvb.2018.11.003>

Khalid, K., & Ahmad, A. M. (2021). The relationship between employability skills and career adaptability: A case of undergraduate students of the United Arab Emirates. *Higher Education, Skills and Work-Based Learning*, *11*(4), 842–857. <https://doi.org/10.1108/HESWBL-02-2021-0072>

Luk, L. Y. Y., & Chan, C. K. Y. (2020). Adaptation and validation of the Work Experience Questionnaire for investigating engineering students' internship experience. *Journal of Engineering Education*, *109*(4), 801–820. <https://doi.org/10.1002/jee.20351>

Jawabri, A. (2017). Exploration of Internship Experience and Satisfaction Leading to Better Career Prospects among Business Students in UAE. *American Journal of Educational Research*, *5*(10), 1065–1079. <https://doi.org/10.12691/education-5-10-8>

- Savickas, M. L. (2013). *Career construction theory and practice*. In R. W. Lent, & S. D. Brown (Eds.). *Career development and counselling: Putting theory and research into work*. Hoboken, New Jersey: John Wiley & Sons.
- Sulistiani, W., Suminar, D. R., & Hendriani, W. (2018). The Career Adapt-Abilities Scale-Indonesian Form: Psychometric Properties and Construct Validity. *Proceeding of the 4th International Conference on Education*, 4(2), 01–09. <https://doi.org/10.17501/24246700.2018.4201>
- Maree, K. (2017). Psychology of career adaptability, employability and resilience. *Psychology of Career Adaptability, Employability and Resilience*, 1–453. <https://doi.org/10.1007/978-3-319-66954-0>
- Guilbert, L., Bernaud, J. L., Gouvernet, B., & Rossier, J. (2016). Employability: review and research prospects. *International Journal for Educational and Vocational Guidance*, 16(1), 69–89. <https://doi.org/10.1007/s10775-015-9288-4>
- Heijde, C. M. Van Der, & Heijden, B. I. J. M. Van Der. (2006). Commentary on “Radical HRM innovation and competitive advantage: The Moneyball story.” *Human Resource Management*, 45(1), 127–145. <https://doi.org/10.1002/hrm.20119>
- Lo Presti, A., Costantini, A., Akkermans, J., Sartori, R., & De Rosa, A. (2023). Employability Development during Internships: A Three-Wave Study on a Sample of Psychology Graduates in Italy. *Journal of Career Development*, 50(6), 1155–1171. <https://doi.org/10.1177/08948453231161291>
- Hair, J. F., Babin, B. J., Anderson, R. E., & Black, W. C. (2019). *Multivariate Data Analysis* (8th ed.). England: Pearson Prentice.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>