

ABSTRACT

This study aims to examine: (1) how internship experience directly influences work readiness, (2) how organizational involvement affects work readiness, (3) how self-efficacy mediates the influence of internship experience on work readiness, and (4) how self-efficacy mediates the influence of organizational involvement on work readiness. The study was conducted on the 2021 cohort of students at the Faculty of Economics and Business, Diponegoro University.

This study employs a quantitative approach. Research data were obtained from 200 respondents who were students of the 2021 cohort at the Faculty of Economics and Business, Diponegoro University, using a questionnaire that had been tested for validity and reliability. Data analysis was conducted using the Structural Equation Modeling (SEM) method using AMOS software to test the hypotheses and measure the influence of the relationships between variables.

The results show that Internship Experience has a significant positive effect on Work Readiness. Furthermore, Organizational Involvement positively influences both Self-Efficacy and Work Readiness. Additionally, Self-Efficacy was found to mediate the effect of Internship Experience and Organizational Involvement on Work Readiness. These findings highlight the importance of practical internship experience and active organizational participation in enhancing students work readiness, with Self-Efficacy playing a key role in strengthening this relationship. This study also provides valuable contributions to the development of internship programs and effective strategies for strengthening the role of organizations in enhancing the work readiness of students at the Faculty of Economics and Business, Diponegoro University.

Keywords: Internship Experience, Organizational Involvement, Self-Efficacy, Work Readiness.

FEB UNDIP