

ABSTRACT

This study aims to analyze: (1) the effect of internship experience on students' work readiness, (2) the effect of internship experience on soft skills, (3) the effect of soft skills on work readiness, and (4) the role of soft skills in mediating the relationship between internship experience and work readiness. This research was conducted among undergraduate students from the Management Study Program, Faculty of Economics and Business, Diponegoro University, class of 2022.

This study employed a quantitative approach using a survey method. Data were collected through questionnaires distributed to 160 students who had participated in internship programs. The research instrument was tested for validity and reliability prior to data analysis. Hypothesis testing was carried out using covariance-based Structural Equation Modeling (SEM) with AMOS software to examine both direct and indirect relationships among variables.

The results indicate that internship experience has a positive and significant effect on both work readiness and soft skills. Furthermore, soft skills have a positive and significant effect on work readiness and function as a mediating variable in the relationship between internship experience and work readiness. These findings suggest that high-quality internship experiences can enhance students' work readiness through the development of interpersonal and professional competencies. This study provides implications for designing more structured internship programs aimed at strengthening soft skills to support graduates' work readiness.

Keywords: Internship Experience, Soft Skills, Work Readiness

