

ABSTRACT

This study aims to examine: (1) the effect of Organizational Experience on Student Work Readiness, and (2) the moderating role of Internship Experience in the relationship between Organizational Experience and Work Readiness. This research was conducted on active undergraduate students (S1) of the Faculty of Economics and Business (FEB) at Diponegoro University, Semarang.

This study employed a quantitative approach. Data were collected from 150 respondents who are active students of FEB Diponegoro University who have at least reached their 6th semester, have organizational experience, and have completed or are currently undergoing an internship program. The data analysis technique used was Partial Least Square Structural Equation Modeling (PLS-SEM) with moderation analysis using the SmartPLS software to test the hypotheses and analyze the relationships among variables.

The results show that Organizational Experience has a positive and significant effect on Student Work Readiness. Furthermore, Internship Experience is proven to significantly moderate the relationship between Organizational Experience and Work Readiness, strengthening the positive influence of organizational activities on students' professional preparedness. These findings indicate that organizational involvement plays a foundational role in building soft skills and leadership, while internship experience serves as a catalyst that converts those competencies into concrete and industry-relevant work readiness.

Keywords: Organizational Experience, Work Readiness, Internship Experience.

