

ABSTRAK

PENGARUH INTERNSHIP EXPERIENCE, ADAPTABILITY, DAN CAREER INTEREST TERHADAP KESIAPAN KERJA MAHASISWA DENGAN WORK MOTIVATION SEBAGAI VARIABEL MEDIASI

Studi pada Mahasiswa Tingkat Akhir S1 di
Daerah Istimewa Yogyakarta

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh secara langsung *internship experience* terhadap kesiapan kerja, 2) pengaruh secara langsung *adaptability* terhadap kesiapan kerja, 3) pengaruh secara langsung *career interest* terhadap kesiapan kerja, 4) pengaruh *internship experience* terhadap kesiapan kerja dengan dimediasi oleh *work motivation*, 5) pengaruh *adaptability* terhadap kesiapan kerja dengan dimediasi oleh *work motivation*, 6) pengaruh *career interest* terhadap kesiapan kerja dengan dimediasi oleh *work motivation*. Populasi dalam penelitian ini adalah mahasiswa tingkat akhir S1 di berbagai perguruan tinggi di Yogyakarta. Pengambilan sampel dilakukan menggunakan metode *nonprobability sampling* dengan pendekatan *purposive sampling*, dan diperoleh sebanyak 163 responden melalui penyebaran kuesioner daring. Pengolahan data menggunakan metode *Partial Least Square* dengan bantuan perangkat lunak SmartPLS 4. Hasil penelitian menunjukkan bahwa: 1) *internship experience* secara langsung tidak berpengaruh terhadap kesiapan kerja, 2) *adaptability* secara langsung tidak berpengaruh terhadap kesiapan kerja, 3) *career interest* secara langsung berpengaruh terhadap kesiapan kerja, 4) *internship experience* berpengaruh terhadap kesiapan kerja dengan dimediasi penuh (*full mediation*) oleh *work motivation*, 5) *adaptability* berpengaruh terhadap kesiapan kerja dengan dimediasi penuh (*full mediation*) oleh *work motivation*, 6) *career interest* berpengaruh terhadap kesiapan kerja dengan dimediasi sebagian (*complementary-partial mediation*) oleh *work motivation*.

Kata Kunci: *Internship Experience, Adaptability, Career Interest, Kesiapan Kerja, dan Work Motivation*

ABSTRACT

**THE INFLUENCE OF INTERNSHIP EXPERIENCE, ADAPTABILITY,
AND CAREER INTEREST ON STUDENT WORK READINESS WITH
WORK MOTIVATION AS A MEDIATING VARIABLE**

A Study on Final-Year Undergraduate Students in the
Special Region of Yogyakarta

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This study aims to examine: 1) the direct effect of internship experience on work readiness, 2) the direct effect of adaptability on work readiness, 3) the direct effect of career interest on work readiness, 4) the effect of internship experience on work readiness as fully mediated (full mediation) by work motivation, 5) the effect of adaptability on work readiness as partially mediated (complementary-partial mediation) by work motivation, 6) the effect of career interest on work readiness as fully mediated (full mediation) by work motivation. The population of this study consisted of final-year undergraduate students from various universities in Yogyakarta. Sampling was conducted using a nonprobability sampling method with a purposive sampling approach, yielding 163 respondents through an online questionnaire. Data were analyzed using the Partial Least Square method with the assistance of SmartPLS 4 software. The results indicate that: 1) internship experience does not directly affect work readiness, 2) adaptability does not directly affect work readiness, 3) career interest directly affects work readiness, 4) internship experience affects work readiness with full mediation by work motivation, 5) adaptability affects work readiness with full mediation by work motivation, 6) career interest affects work readiness with complementary-partial mediation by work motivation.

*Keywords: Internship Experience, Adaptability, Career Interest, Work Readiness,
Work Motivation*