

**ABSTRAK**  
**PENGARUH PENGALAMAN MAGANG TERHADAP KESIAPAN KERJA**  
**DENGAN MOTIVASI KERJA SEBAGAI VARIABEL *INTERVENING***

(Penelitian Pada Mahasiswa Fakultas Ekonomi dan Bisnis  
Universitas Siliwangi)

Oleh:  
**Kartika Rahayu**  
**203402010**

**Pembimbing I: H. Deden Mulyana**

**Pembimbing II: Aquinaldo Sistanto Putra**

Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh langsung pengalaman magang terhadap kesiapan kerja, maupun pengaruh tidaklangsung dari pengalaman magang terhadap kesiapan kerja melalui motivasi kerja pada Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Siliwangi tahun 2020. Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif. Alat analisis dalam penelitian ini menggunakan analisis *Structural Equation Modeling* (SEM) dengan pendekatan *analisis partial least square* (PLS). Hasil analisis menunjukkan bahwa terdapat pengaruh yang positif dan signifikan baik secara langsung maupun tidak langsung dari pengalaman magang terhadap kesiapan kerja melalui motivasi kerja. Implikasi dari penelitian ini, bahwa pengalaman magang memberikan wawasan dan umpan balik memicu peningkatan motivasi kerja, sehingga mahasiswa merasa lebih siap memasuki dunia kerja.

**Kata Kunci:** pengalaman magang, kesiapan kerja, motivasi kerja

**ABSTRACT**

***THE INFLUENCE OF INTERNSHIP EXPERIENCE ON WORK READINESS  
WITH WORK MOTIVATION AS AN INTERVENING VARIABLE***

*(Research on Students Class of 2020, Faculty of Economics and Business,  
Siliwangi University)*

By:  
**Kartika Rahayu**  
**203402010**

**Pembimbing I: H. Deden Mulyana**

**Pembimbing II: Aquinaldo Sistanto Putra**

*The aim of this research was to examine and analyze the direct impact of internship experience on work readiness, as well as the indirect impact of internship experience on work readiness through work motivation among students of the Faculty of Economics and Business at Universitas Siliwangi in 2020. This research used a survey method with a quantitative approach. The analysis tool employed in this research was Structural Equation Modeling (SEM) with a Partial Least Squares (PLS). The results of the analysis indicated that there was a positive and significant impact, both directly and indirectly, of internship experience on work readiness through work motivation. The implication of this research was that the internship experience provided insights and feedback that triggered an increase in work motivation, making students feel more prepared to enter the workforce.*

**Keywords:** *internship experience, work readiness, work motivation*