

ABSTRACT

THE EFFECT OF SUPERVISOR SUPPORT AND INTERNSHIP SATISFACTION ON CAREER READINESS THROUGH SELF-EFFICACY

(A Survey on Post-Internship Participants at Rumah BUMN Tasikmalaya)

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The purpose of this study is to examine the effect of Supervisor Support and Internship Satisfaction on Career Readiness through Self-Efficacy among post-internship participants at Rumah BUMN Tasikmalaya. This study employs a quantitative approach using a survey method. The sampling technique used is a census method, with a total of 71 respondents. Primary data were collected through questionnaires. The data analysis technique used in this study is Structural Equation Modeling (SEM) with the Partial Least Square (PLS) approach, processed using SmartPLS software. The results indicate that Supervisor Support and Internship Satisfaction have a positive effect on Self-Efficacy and Career Readiness. Furthermore, Self-Efficacy has a positive effect on Career Readiness and is able to mediate the relationship between Supervisor Support and Internship Satisfaction on Career Readiness. These findings imply that strengthening supervisory support and creating satisfying internship experiences can improve participants' self-efficacy and career readiness in facing the world of work.

Keywords: Supervisor Support, Internship Satisfaction, Career Readiness, Self-Efficacy

ABSTRAK

PENGARUH *SUPERVISOR SUPPORT* DAN *INTERNSHIP SATISFACTION* TERHADAP *CAREER READINESS* MELALUI *SELF-EFFICACY* (Survei pada Peserta Pasca Magang di Rumah BUMN Tasikmalaya)

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Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *Supervisor Support* dan *Internship Satisfaction* terhadap *Career Readiness* melalui *Self-Efficacy* pada peserta pasca magang di Rumah BUMN Tasikmalaya. Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif. Teknik pengambilan sampel menggunakan metode sensus, dengan jumlah responden sebanyak 71. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner. Alat yang digunakan dalam penelitian ini adalah *Structural Equation Modeling* (SEM) dengan pendekatan *Partial Least Square* (PLS) yang diolah menggunakan *software* SmartPLS. Hasil penelitian menunjukkan bahwa *Supervisor Support* dan *Internship Satisfaction* berpengaruh positif terhadap *Self-Efficacy* dan *Career Readiness*. Selain itu, *Self-Efficacy* juga berpengaruh positif terhadap *Career Readiness* serta mampu memediasi pengaruh *Supervisor Support* dan *Internship Satisfaction* terhadap *Career Readiness*. Temuan ini mengimplikasikan bahwa penguatan dukungan pembimbing dan pengalaman magang yang memuaskan dapat meningkatkan keyakinan diri serta kesiapan karier peserta magang dalam menghadapi dunia kerja.

Kata Kunci: *Supervisor Support, Internship Satisfaction, Career Readiness, Self-Efficacy*