

## ***ABSTRACT***

*The Effect of Mentoring and Perceived Organizational Support on Readiness for Change through Job Satisfaction Among Internship-Path Employees at PT Indofood CBP Sukses Makmur Tbk Nutrition and Special Food Division Caringin Branch, Bandung Barat*

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*This study aims to determine and analyze the effect of mentoring and perceived organizational support on readiness for change through job satisfaction among internship-path employees at PT Indofood CBP Sukses Makmur Tbk Nutrition and Special Food Division Caringin Branch, Bandung Barat. The background of this study is based on the transition experienced by internship-path employees after being appointed as employees, which requires them to adapt to new responsibilities, work standards, standard operating procedures, and organizational demands. This research used a quantitative verification approach. Primary data were collected through questionnaires distributed to internship-path employees, and the data were analyzed using Structural Equation Modeling based on Partial Least Squares. The results show that mentoring has a positive effect on job satisfaction and readiness for change. Perceived organizational support has a positive effect on job satisfaction, but does not directly affect readiness for change. Job satisfaction has a positive effect on readiness for change and acts as an intervening variable in the relationship between mentoring and perceived organizational support toward readiness for change. Therefore, job satisfaction is an important mechanism in strengthening employees' readiness to face organizational changes.*

*Keywords: mentoring, perceived organizational support, job satisfaction, readiness for change*