

**PENGARUH PENGALAMAN ORGANISASI DAN *SELF-EFFICACY*
TERHADAP KESIAPAN KERJA MAHASISWA UNIVERSITAS
PENDIDIKAN GANESHA**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh pengalaman organisasi dan *Self-Efficacy* terhadap kesiapan kerja mahasiswa Universitas Pendidikan Ganesha (Undiksha). Penelitian menerapkan pendekatan kuantitatif kausal dengan populasi mahasiswa aktif organisasi di lingkungan Undiksha. Jumlah sampel ditentukan menggunakan rumus *Slovin* dengan *margin of error* sebesar 5%, sehingga diperoleh 202 mahasiswa organisasi sebagai responden yang dipilih melalui metode *probability sampling* dengan teknik *simple random sampling*. Data dikumpulkan menggunakan kuesioner skala Likert yang telah memenuhi uji validitas dan reliabilitas, kemudian dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa (1) pengalaman organisasi dan *Self-Efficacy* berpengaruh secara simultan terhadap kesiapan kerja mahasiswa Undiksha, (2) pengalaman organisasi berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa Undiksha, dan (3) *Self-Efficacy* berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa Undiksha. Mengacu pada hasil tersebut, mahasiswa disarankan untuk terus mengoptimalkan kualitas pengalaman organisasi, guna mewujudkan empati yang telah dimiliki menjadi tindakan adaptif dalam menghadapi situasi yang tidak terduga. Mahasiswa juga perlu memperkuat *Self-Efficacy* melalui pengalaman keberhasilan, belajar dari keberhasilan orang lain, serta dukungan dari lingkungan sekitar. Pihak universitas disarankan untuk mengoptimalkan program pengembangan diri yang lebih terukur dan terarah, seperti pengakuan rekam jejak organisasi, pelatihan soft skill, seminar karir, serta program mentoring secara berkala bagi mahasiswa yang pengalaman organisasi atau keyakinan dirinya masih perlu ditingkatkan untuk mendukung kesiapan kerja.

Kata kunci: kesiapan kerja, pengalaman organisasi, dan *Self-Efficacy*.

**THE INFLUENCE OF ORGANIZATIONAL EXPERIENCE AND SELF-
EFFICACY ON THE WORK READINESS OF STUDENTS
AT GANESHA UNIVERSITY OF EDUCATION**

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ABSTRACT

This study aims to examine the effect of organizational experience and Self-Efficacy on the work readiness of students at Ganesha University of Education (Undiksha). This study applies a quantitative causal approach with a population of student organization members at Undiksha. The sample size was determined using the Slovin formula with a margin of error of 5%, resulting in 202 student organization members as respondents selected through probability sampling using the simple random sampling technique. Data were collected using a Likert-scale questionnaire that met the requirements of validity and reliability testing, and analyzed using multiple linear regression. The results show that (1) organizational experience and Self-Efficacy simultaneously affect the work readiness of Undiksha students, (2) organizational experience has a positive and significant effect on the work readiness of Undiksha students, and (3) Self-Efficacy has a positive and significant effect on the work readiness of Undiksha students. Based on these findings, students are advised to continue optimizing the quality of their organizational experience in order to translate their existing empathy into adaptive actions when facing unexpected situations. Students also need to strengthen their Self-Efficacy through mastery experiences, learning from others' successes, and support from those around them. The university is advised to optimize more measurable and directed self-development programs, such as recognizing organizational track records, soft skill training, career seminars, and periodic mentoring programs for students whose organizational experience or self-confidence still needs improvement in order to support work readiness.

Keywords: *organizational experience, Self-Efficacy, and work readiness.*