

**PENGARUH KETERLIBATAN DALAM ORGANISASI DAN MAGANG
TERHADAP KESIAPAN KERJA MAHASISWA FAKULTAS EKONOMI
UNIVERSITAS PENDIDIKAN GANESHA**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh keterlibatan dalam organisasi dan program magang terhadap kesiapan kerja mahasiswa Fakultas Ekonomi Universitas Pendidikan Ganesha, baik secara parsial maupun simultan. Penelitian ini merupakan penelitian kuantitatif dengan pendekatan asosiatif kausal. Populasi penelitian adalah seluruh mahasiswa aktif semester 8 Fakultas Ekonomi Universitas Pendidikan Ganesha yang berjumlah 692 mahasiswa, dengan sampel sebanyak 62 responden yang memenuhi kriteria (pernah/sedang aktif berorganisasi di BEM atau HMJ serta telah melaksanakan program magang), yang ditentukan menggunakan teknik sampel jenuh. Data dikumpulkan melalui kuesioner yang telah diuji validitas dan reliabilitasnya, kemudian dianalisis menggunakan regresi linear berganda dengan bantuan SPSS versi 26. Hasil penelitian menunjukkan bahwa keterlibatan dalam organisasi dan magang secara simultan berpengaruh positif dan signifikan terhadap kesiapan kerja, dengan nilai F hitung sebesar $23,159 > F$ tabel $3,15$ dan signifikansi $0,000 < 0,05$. Secara parsial, keterlibatan dalam organisasi berpengaruh positif dan signifikan terhadap kesiapan kerja (t hitung $4,162 > t$ tabel $2,00100$; sig. $0,000 < 0,05$), begitu pula magang (t hitung $3,291 > t$ tabel $2,00100$; sig. $0,002 < 0,05$). Koefisien determinasi (*Adjusted R²*) sebesar $0,420$ menunjukkan bahwa kedua variabel mampu menjelaskan $42,0\%$ variasi kesiapan kerja mahasiswa, sedangkan sisanya $58,0\%$ dipengaruhi oleh faktor lain di luar penelitian. Hasil ini menegaskan bahwa keaktifan berorganisasi dan pengalaman magang sama-sama berperan penting dalam membentuk keterampilan komunikasi, kepemimpinan, kerja sama, dan kesiapan mahasiswa memasuki dunia kerja, dengan magang memberikan pengaruh yang relatif lebih besar dibandingkan keterlibatan organisasi.

Kata-kata kunci: keterlibatan dalam organisasi, magang, kesiapan kerja, mahasiswa Fakultas Ekonomi

**THE EFFECT OF ORGANIZATIONAL INVOLVEMENT AND
INTERNSHIP EXPERIENCE ON THE WORK READINESS OF
STUDENTS AT THE FACULTY OF ECONOMICS,
UNIVERSITAS PENDIDIKAN GANESHA**

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ABSTRACT

This study aims to analyze the effects of organizational involvement and internship programs on the work readiness of students at the Faculty of Economics, Universitas Pendidikan Ganesha, both partially and simultaneously. This study employed a quantitative research method with a causal associative approach. The research population consisted of all active eighth-semester students of the Faculty of Economics, Universitas Pendidikan Ganesha, totaling 692 students. The sample comprised 62 respondents who met the specified criteria, namely students who had been or were actively involved in the Student Executive Board (BEM) or Student Association (HMJ) and had completed an internship program. The sampling technique used was saturated sampling. Data were collected through a questionnaire that had been tested for validity and reliability, and subsequently analyzed using multiple linear regression with the assistance of SPSS version 26. The results indicated that organizational involvement and internship experience simultaneously had a positive and significant effect on work readiness, with a calculated F-value of 23.159, which was greater than the critical F-value of 3.15, and a significance level of 0.000, which was below 0.05. Partially, organizational involvement had a positive and significant effect on work readiness (calculated t-value = 4.162 > critical t-value = 2.00100; significance = 0.000 < 0.05). Similarly, internship experience had a positive and significant effect on work readiness (calculated t-value = 3.291 > critical t-value = 2.00100; significance = 0.002 < 0.05). The coefficient of determination (Adjusted R²) of 0.420 indicates that the two independent variables explain 42.0% of the variation in students' work readiness, while the remaining 58.0% is attributable to other factors beyond the scope of this study. These findings confirm that active participation in student organizations and internship experience both play important roles in developing communication skills, leadership, teamwork, and students' preparedness to enter the workforce. Internship experience was found to have a relatively greater effect on work readiness than organizational involvement.

Keywords: *organizational involvement, internship experience, work readiness, Faculty of Economics students*