

ABSTRAK

Meillisa Cindy Aulia. 210541100064. Kesiapan Kerja dan *Self-efficacy* Antara Mahasiswa *Paid internship* dan *Unpaid internship* di Universitas Trunojoyo Madura. Program Studi Psikologi, Fakultas Ilmu Sosial dan Ilmu Budaya, Universitas Trunojoyo Madura, 2025.

Berdasarkan fakta di lapangan, ditemukan program magang di Indonesia masih memiliki perbedaan sistem terkait kompensasi. Terdapat program magang yang dibayar (*paid internship*) dan ada juga program magang yang tidak dibayar (*unpaid internship*). Penelitian ini bertujuan untuk melihat perbedaan kesiapan kerja dan *self-efficacy* mahasiswa yang didapatkan dari kedua program tersebut. Responden pada penelitian ini berjumlah 160 responden yang dibagi menjadi 80 responden *paid internship* dan 80 responden *unpaid internship* di Universitas Trunojoyo Madura. Metode penelitian menggunakan uji *independent sample t-test* untuk menguji hipotesis perbedaan antara kedua kelompok. Hasil analisis menunjukkan adanya perbedaan yang signifikan dalam kesiapan kerja dan *self-efficacy* antara mahasiswa *paid internship* dan *unpaid internship* di Universitas Trunojoyo Madura, dengan nilai signifikansi 0,000 ($<0,05$), yang berarti hipotesis penelitian diterima. Temuan ini mengindikasikan bahwa bentuk kompensasi dalam program magang dapat memengaruhi kesiapan kerja dan *self-efficacy* mahasiswa, sehingga penting bagi universitas dan perusahaan untuk mempertimbangkan aspek kompensasi dalam merancang program magang untuk meningkatkan kesiapan mahasiswa sebelum memasuki dunia kerja.

Kata kunci: Kesiapan Kerja, *Self-efficacy*, *Paid internship*, *Unpaid internship*

ABSTRACT

Meillisa Cindy Aulia. 210541100064. Job Readiness and Self-efficacy between Paid internship and Unpaid internship students at Trunojoyo Madura University. Psychology Study Program, Faculty of Social and Cultural Sciences, Trunojoyo Madura University, 2025.

Based on facts in the field, it was found that internship programs in Indonesia still have different systems related to compensation. There are paid internship programs and unpaid internship programs. This study aims to see the differences in work readiness and self-efficacy of students obtained from the two programs. Respondents in this study amounted to 160 respondents who were divided into 80 paid internship respondents and 80 unpaid internship respondents at Trunojoyo University Madura. The research method used an independent sample t-test to test the hypothesis of differences between the two groups. The results of the analysis showed a significant difference in work readiness and self-efficacy between paid internship and unpaid internship students at Trunojoyo Madura University, with a significance value of 0.000 (<0.05), which means the research hypothesis is accepted. These findings indicate that the form of compensation in internship programs can affect students' work readiness and self-efficacy, so it is important for universities and companies to consider compensation aspects in designing internship programs to improve students' readiness before entering the workforce.

Keywords: Job Readiness, Self-efficacy, Paid internship, Unpaid internship