

## ABSTRAK

Kesiapan kerja mahasiswa menjadi salah satu aspek penting dalam menghadapi persaingan dunia kerja yang semakin kompetitif. Mahasiswa tidak hanya dituntut memiliki kemampuan akademik yang baik, tetapi juga harus aktif dalam kegiatan organisasi serta memiliki pengalaman kerja melalui program magang guna meningkatkan keterampilan dan kemampuan dalam menghadapi dunia kerja. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh prestasi akademik, keaktifan berorganisasi, dan pengalaman magang terhadap kesiapan kerja mahasiswa perguruan tinggi swasta di Kabupaten Jember. Jenis penelitian ini menggunakan metode kuantitatif dengan jumlah sampel sebanyak 400 responden dan menggunakan teknik pengambilan sampel yaitu *proportional stratified random sampling* dan *purposive sampling*, serta menggunakan teknik pengumpulan data berupa kuesioner kepada responden. Adapun teknik analisis data penelitian ini menggunakan pengujian instrumen, asumsi klasik, regresi linear berganda, uji hipotesis dan koefisien determinasi  $R^2$ . Hasil analisis yang diperoleh menunjukkan bahwa prestasi akademik, keaktifan berorganisasi, dan pengalaman magang berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa perguruan tinggi swasta di Kabupaten Jember. Hasil pengujian koefisien determinasi  $R^2$  menunjukkan tingkat kontribusi pengaruh sebesar 52,6% dan sebesar 47,4% dipengaruhi oleh variabel di luar penelitian diantaranya efikasi diri, minat kerja, lingkungan belajar, dan motivasi belajar.

**Kata Kunci:** prestasi akademik, keaktifan berorganisasi, pengalaman magang, kesiapan kerja.

## ABSTRACT

*Students' work readiness has become an important aspect in facing the increasingly competitive job market. Students are not only required to have good academic abilities, but also to be active in organizational activities and possess work experience through internship programs in order to improve their skills and capabilities in dealing with the world of work. This study aims to determine and analyze the influence of academic achievement, organizational activeness, and internship experience on the work readiness of private university students in Jember Regency. This research employed a quantitative method with a sample of 400 respondents and used proportional stratified random sampling and purposive sampling techniques. Data were collected through questionnaires distributed to respondents. The data analysis techniques used in this study included instrument testing, classical assumption tests, multiple linear regression analysis, hypothesis testing, and the coefficient of determination ( $R^2$ ). The results of the analysis indicate that academic achievement, organizational activeness, and internship experience have a positive and significant effect on the work readiness of private university students in Jember Regency. The coefficient of determination ( $R^2$ ) test results show that the contribution level of the influence is 52.6%, while the remaining 47.4% is influenced by variables outside this study, including self-efficacy, work interest, learning environment, and learning motivation.*

**Keywords:** *academic achievement, organizational activity, internship experience, work readiness.*