

Kajian terhadap Faktor-Faktor yang Mempengaruhi Keinginan Peserta Magang untuk Bekerja sebagai Karyawan Tetap pada Organisasi (Conversion Intention) = A Study on Factors Influencing Interns' Intention to Work as Regular Employees in Organizations (Conversion Intention)

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Abstrak

Penelitian ini bertujuan menguji persepsi pekerja magang terkait human resources practices, intern-supervisor relationship, dan intern-coworker relationship; serta pengaruhnya terhadap person-job fit, person-organization fit, dan conversion intention. Hipotesis dikembangkan dengan teori sinyal, teori ASA (attraction, selection, attrition), dan teori pertukaran sosial. Penelitian ini menggunakan data primer yang dikumpulkan melalui kuesioner yang disebarakan secara daring. Pengumpulan sampel penelitian menggunakan metode non-probability sampling dengan jenis purposive sampling terhadap 268 mahasiswa peserta magang yang berasal dari perguruan tinggi di Indonesia. Data yang diperoleh kemudian dianalisis menggunakan Structural Equation Modeling (SEM) dengan perangkat lunak Lisrel untuk mengetahui hubungan antarvariabel. Hasil penelitian ini membuktikan bahwa persepsi positif terhadap HR practices berpengaruh terhadap person-job fit dan person-organization fit. Kemudian secara simultan, person-job fit dan person-organization fit dapat memediasi pengaruh human resources practices terhadap conversion intention. Selain itu, intern-supervisor relationship dan intern-coworker relationship juga berpengaruh positif terhadap person-organization fit. Kemudian secara simultan, person-organization fit dapat memediasi pengaruh intern-supervisor relationship dan intern-coworker relationship terhadap conversion intention. Temuan penelitian ini ditujukan untuk membantu organisasi tuan rumah ketika merancang program magang agar memaksimalkan hasil dari upaya konversi magang menjadi karyawan tetap

..... This study aims to examine the perceptions of internship participants regarding human resources practices, intern-supervisor relationship, and intern-coworker relationship, as well as their influence on person-job fit, person-organization fit, and conversion intention. Hypotheses were developed based on signal theory, ASA theory (attraction, selection, attrition), and social exchange theory. The study utilized primary data collected through an online questionnaire. The research sample was collected using a non-probability purposive sampling method, involving 268 internship participants from various universities in Indonesia. The collected data was then analyzed using Structural Equation Modeling (SEM) with the Lisrel software to determine the relationships between variables. The findings of this study demonstrate that positive perceptions of HR practices significantly influence person-job fit and person-organization fit. Moreover, both person-job fit and person-organization fit mediate the impact of HR practices on conversion intention. Additionally, intern-supervisor relationship and intern-coworker relationship also positively influence person-organization fit. Similarly, person-organization fit mediates the influence of intern-supervisor relationship and intern-coworker relationship on conversion intention. The findings of this research are aimed to assist the host organization when designing internship programs to maximize the outcomes of converting interns into regular employees