

Analisis pengaruh person-organization fit, person-job fit, dan job attribute terhadap career choice yang dimediasi oleh internship opinion mahasiswa akuntansi Fakultas Ekonomi dan bisnis Universitas Indonesia = the effect of person organization fit person job fit and job attribute towards career choice with internship opinion of accounting student of faculty of economic and business University of Indonesia as mediating variable

Hanita Fitriyani, author

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Abstrak

**ABSTRAK**

Menentukan pilihan karier merupakan proses yang tidak mudah bagi fresh graduate. Menurut hasil dari beberapa penelitian terdahulu, terdapat beberapa variabel yang mempengaruhi career choice fresh graduate diantaranya adalah person-organization fit, person job fit, dan job attribute. Penelitian ini juga menganalisis pengaruh mediasi dari internship opinion dalam menentukan pilihan karier mahasiswa. Penelitian ini melibatkan 127 mahasiswa jurusan akuntansi Fakultas Ekonomi dan Bisnis Universitas Indonesia angkatan 2011, 2012, dan 2013 yang pernah melakukan magang di Kantor Akuntan Publik selama masa perkuliahan. Data yang diperoleh diolah dengan metode structural equation modeling (SEM). Hasil penelitian ini menunjukkan bahwa person-organization fit dan job attribute berpengaruh positif terhadap career choice mahasiswa dalam hubungannya secara direct effect. Secara indirect effect, variabel mediasi internship opinion secara signifikan memediasi pengaruh person-organization fit, person-job fit, dan job attribute terhadap career choice mahasiswa.

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**ABSTRACT** Choosing a career for fresh graduate has always been a challenging task. Reviews from existing research, there are several variables that have an impact on career choice of fresh graduate such person-organization fit, person job fit, and job attribute. Internship opinion also tested as mediating variable that determine career choice of accounting student. The data were collected from 127 student majoring in accounting in University of Indonesia batch 2011, 2012, and 2013 that already had internship experience on accounting firms. The data were analysed using structural equation modeling (SEM). The result of this study showed that from direct effect analysis, person-organization fit and job attribute positively related toward career choice of fresh graduate. From indirect effect analysis, internship opinion significantly mediated the effect of person-organization fit, person-job fit, and job attribute toward career choice.