

Analisis Faktor-Faktor yang Mempengaruhi Early Career Recruitment bagi Mahasiswa Magang Merdeka Belajar - Kampus Merdeka (MBKM) di PT XYZ = Analysis of Factors Influencing Early Career Recruitment for Merdeka Belajar - Kampus Merdeka (MBKM) Internship Students at PT XYZ

Salsa Rizkika, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920568889&lokasi=lokal>

Abstrak

Tingkat pengangguran di kalangan lulusan perguruan tinggi di Indonesia menjadi tantangan yang perlu mendapatkan perhatian, salah satunya disebabkan oleh lamanya masa tunggu lulusan dalam memperoleh pekerjaan. Program magang seperti Magang Merdeka yang dicanangkan oleh Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi (Kemendikbudristek) dirancang untuk mempercepat transisi ke dunia kerja dengan memberikan pengalaman kerja relevan, sekaligus menjadi strategi Early Career Recruitment untuk menilai performa mahasiswa sebelum diberikan penawaran kerja. Hal ini bertujuan meningkatkan employability, daya saing tenaga kerja muda, dan efisiensi pasar tenaga kerja melalui kolaborasi sektor publik dan privat. Penelitian ini bertujuan untuk mengeksplorasi peran program magang dengan melakukan analisis faktor-faktor yang mempengaruhi Early Career Recruitment dengan menggunakan teori Individual Work Performance Framework (Koopmans dkk, 2013). Pengambilan data primer dilakukan di PT XYZ melalui wawancara mendalam terhadap 11 narasumber kunci dan diperkaya dengan studi literatur. Hasil penelitian menunjukkan bahwa program magang berperan dalam meningkatkan kesiapan kerja, kinerja, dan keterampilan mahasiswa. Selain itu, program magang merupakan faktor penting yang memengaruhi peluang Early Career Recruitment melalui evaluasi kinerja yang relevan dengan kebutuhan dunia kerja. Oleh karena itu, mahasiswa perlu mempersiapkan diri secara optimal selama program magang dengan mengembangkan kompetensi dan memanfaatkan peluang yang tersedia.

.....The high unemployment rate among university graduates in Indonesia remains a significant concern, partly due to the extended waiting period before securing employment. Internship programs such as Magang Merdeka, initiated by the Ministry of Education, Culture, Research, and Technology (Kemendikbudristek), are designed to accelerate the school-to-work transition by providing relevant work experience. These programs also serve as a strategy for early career recruitment, allowing companies to assess students' performance prior to offering full-time employment. The program aims to enhance employability, improve the competitiveness of young talent, and increase labor market efficiency through public-private collaboration. This study explores the role of internship programs by analyzing the factors influencing early career recruitment, using the Individual Work Performance Framework (Koopmans et al., 2013). Primary data was collected through in-depth interviews with 11 key informants at PT XYZ, complemented by a literature review. The findings show that internship programs play a crucial role in improving students' job readiness, work performance, and skill development. Moreover, internships significantly influence early career recruitment opportunities by providing performance evaluations aligned with industry needs. Therefore, students are encouraged to maximize their internship experiences by building competencies and leveraging available opportunities.