

DAFTAR REFERENSI

- Afif, A., Putra, M., & Nugroho, T. (2023). Analisis Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Mahasiswa Magang dengan Motivasi Kerja Sebagai Variabel Intervening. Universitas Muhammadiyah Surakarta.
- Aggett, M., & Busby, G. (2011). *Opting out of internship: Perceptions of hospitality, tourism and events management undergraduates at a British University*. *Journal of Hospitality, Leisure, Sport & Tourism Education (Oxford Brookes University)*, 10(1).
- Agustini, N. K. I., & Dewi, A. S. K. (2019). Pengaruh Kompensasi, Disiplin Kerja Dan Motivasi Terhadap Produktivitas Karyawan. *E-Jurnal Manajemen*, 8(1), 231–258.
- Anyim, C. F., Chidi, O. C., & Badejo, A. E. (2012). Motivation and employees' performance in the public and private sectors in Nigeria. *International Journal of Business Administration*, 3(1), 31.
- Aprilynn, *, Simatupang, C., & Saroyeni, P. (2018). *The Effect of Discipline, Motivation and Commitment to Employee Performance*. 20, 31–37. <https://doi.org/10.9790/487X-2006013137>
- Arifin, A. H., Saputra, J., Puteh, A., & Qamarius, I. (2019). The role of organizational culture in the relationship of personality and organization commitment on employee performance. *International Journal of Innovation, Creativity and Change*, 9(3), 105–129.
- Arifin, A. H., Sullaida, S., & Nurmala, N. (2018). The relationship of job satisfaction, transformational leadership, and work discipline on performance employee with organizational commitment as intervening variable of administration staffs at State Malikussaleh University. *Indonesian Journal of Educational Review*, 5(1), 52–67.
- Banni, M. (2013). Pengaruh Disiplin dan Motivasi terhadap Kinerja Pegawai PT. PLN (PERSERO) Wilayah Kalimantan Timur Area Samarinda. *Universitas Mulawarman. Samarinda, Kalimantan Timur*.
- Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51(6), 1173.
- bestee.id. (n.d.). *Bestee Ruang Kolaborasi Pemberdayaan UMKM*. Bestee.Id. Retrieved December 11, 2024, from <https://www.bestee.id/>
- Borman, W. C. (1993). Expanding the criterion domain to include elements of contextual performance. *Personnel Selection in Organizations/Jossey-Bass*.
- Borman, W. C., & Motowidlo, S. J. (1997). Task performance and contextual performance: The meaning for personnel selection research. *Human Performance*, 10(2), 99–109.

- Campbell, J. P. (1993). A theory of performance. *Personnel Selection in Organizations/Jossey-Bass*.
- Choi, K., & Kim, D.-Y. (2013). A cross cultural study of antecedents on career preparation behavior: Learning motivation, academic achievement, and career decision self-efficacy. *Journal of Hospitality, Leisure, Sport & Tourism Education*, 13, 19–32.
- Collins, A. B. (2002). Gateway to the real world, industrial training: Dilemmas and problems. *Tourism Management*, 23(1), 93–96.
- Destian, D. (2024, February 24). *Program MSIB Angkatan 6 Kemendikbudristek Siap Hasilkan 40.000 Lebih Talenta Muda Masa Depan*. Kementerian Pendidikan Dan Kebudayaan. <https://www.kemdikbud.go.id/main/blog/2024/02/program-msib-angkatan-6-kemendikbudristek-siap-hasilkan-40000-lebih-talenta-muda-masa-depan>
- Divine, R., Miller, R., & Wilson, J. H. (2006). Analysis of student performance in an internship program in a US university. *International Journal of Quality and Productivity Management*, 6(1), 1–14.
- Fauzan, A., Triyono, M. B., Hardiyanta, R. A. P., Daryono, R. W., & Arifah, S. (2023). The effect of internship and work motivation on students' work readiness in vocational education: PLS-SEM approach. *Journal of Innovation in Educational and Cultural Research*, 4(1), 26–34.
- Fernandes, A. A. R. (2017). *Metode statistika multivariat pemodelan persamaan struktural (sem) pendekatan warppls*. Universitas Brawijaya Press.
- Ghozali, I. (2014). Structural equation modeling, alternative method with partial least square (PLS). *Semarang: Diponegoro University Publishing Agency*.
- Ghozali, I. (2016). *Aplikasi analisis multivariete dengan program IBM SPSS 23*.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25* (9th edition). Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). Partial least squares konsep, teknik dan aplikasi menggunakan program smartpls 3.0 untuk penelitian empiris. *Semarang: Badan Penerbit UNDIP*, 4(1).
- Gibson, J. L. (1991). *Organizations: Behavior, structure, processes*.
- Hair, J., & Alamer, A. (2022). Partial Least Squares Structural Equation Modeling (PLS-SEM) in second language and education research: Guidelines using an applied example. *Research Methods in Applied Linguistics*, 1(3).
- Hair, J. F. (2016). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research This*, 18(1), 39–50.

- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis*. Cengage. <https://books.google.co.id/books?id=0R9ZswEACAAJ>
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a silver bullet. *Journal of Marketing Theory and Practice*, 19(2), 139–152. <https://doi.org/10.2753/MTP1069-6679190202>
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2013). Partial least squares structural equation modeling: Rigorous applications, better results and higher acceptance. *Long Range Planning*, 46(1–2), 1–12.
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. In *European Business Review* (Vol. 26, Issue 2, pp. 106–121). Emerald Group Publishing Ltd. <https://doi.org/10.1108/EBR-10-2013-0128>
- Hair Jr, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. *European Business Review*, 26(2), 106–121.
- Hora, M. T., Lee, C., Chen, Z., & Hernandez, A. (2021). Exploring Online Internships amidst the COVID-19 Pandemic in 2020-2021: Results from a Multi-Site Case Study. WCER Working Paper No. 2021-5. *Wisconsin Center for Education Research*.
- Inayatullah, A., & Jehangir, P. (2012). Teacher's job performance: The role of motivation. *Abasyn Journal of Social Sciences*, 5(2), 78–99.
- Jamal, M. (2007). Type-A behavior in a multinational organization: a study of two countries. *Stress and Health: Journal of the International Society for the Investigation of Stress*, 23(2), 101–109.
- Junaid, R., & Baharuddin, M. R. (2020). Peningkatan kompetensi pedagogik guru melalui PKM lesson study. *To Maega: Jurnal Pengabdian Masyarakat*, 3(2), 122–129.
- Laksmiari, N. P. P. (2019). Pengaruh motivasi kerja terhadap produktivitas kerja karyawan pada perusahaan teh bunga teratai di Desa Patemon Kecamatan Serrit. *Jurnal Pendidikan Ekonomi Undiksha*, 11(1), 54–63.
- Liu, Y., Xu, J., & Weitz, B. A. (2011). The role of emotional expression and mentoring in internship learning. *Academy of Management Learning & Education*, 10(1), 94–110.
- Mangkunegara, M. A. P., & Hasibuan, M. M. S. P. (2000). 2.2 MANAJEMEN SUMBER DAYA MANUSIA.
- Marisa, M. (2021). Inovasi kurikulum “Merdeka Belajar” di era society 5.0. *Santhet (Jurnal Sejarah Pendidikan Dan Humaniora)*, 5(1), 66–78.

- Marlinah, L. (2019). Pentingnya peran perguruan tinggi dalam mencetak SDM yang berjiwa inovator dan technopreneur menyongsong era society 5.0. *Ikraith-Ekonomika*, 2(3), 17–25.
- Muhaemin, A. A., Barlian, B., & Risana, D. (2023). Pengaruh Kompensasi, Motivasi Kerja Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada CV Robot Vape Inc. Tasikmalaya. *Jurnal Ilmu Manajemen, Ekonomi Dan Kewirausahaan*, 3(2), 128–152.
- Narayanan, V. K., Olk, P. M., & Fukami, C. V. (2010). Determinants of internship effectiveness: An exploratory model. *Academy of Management Learning & Education*, 9(1), 61–80.
- Nasir, M. (2019). An analysis of work discipline, work environment and employment satisfaction towards performance. *Jurnal Manajemen Bisnis*, 11(1), 65–75.
- Nitisemito, A. S. (1992). Manajemen dan sumber daya manusia. Yogyakarta: BPFE UGM.
- Novika Regita. (2024, July 22). *Apa Saja Jenis Kegiatan di Program MBKM*. Suteki Technology.
- Nugroho, S. (2021). *Pengaruh Gaya Kepemimpinan Kerja Laissez-Faire, Pengawasan Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Pada Cv. Samyo Makmur Abadi Kota Cimahi)*.
- Rangga, M. K., & Santoso, B. (2021). The Influence of Motivation and Work Environment towards Employee Performance in the Marketing Division PT. United Motors Center Suzuki Surabaya. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 4(4), 8727–8736.
- Render, B., & Heizer, J. (2001). Prinsip-prinsip manajemen operasi. Jakarta: Salemba Empat.
- Rusni, R. (2020). Pengaruh Motivasi Kerja, Kompensasi Dan Disiplin Terhadap Produktivitas Kerja Karyawan Pada Pt. Cipta Karya Aceh Di Kabupaten Bireuen. *Jurnal Kebangsaan*, 9(17), 42–54.
- Saham, S. (2023, October 17). *PT Bank BTPN Syariah Tbk (BTPS) Profil dan Sejarah*. Syariah Saham.
- Salami, M. M. (2021). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada Pt. Bangkit Maju Bersama, Tangerang. *Scientific Journal Of Reflection: Economic, Accounting, Management and Business*, 4(4), 806–815.
- Sedarmayanti, M., & Pd, M. (2001). Sumber daya manusia dan produktivitas kerja. Bandung: CV. Mandar Maju.
- Sekaran, U., & Bougie, R. J. (2017). *Research Methods for Bussines. A Skill Building Approach* ((5th Edition ed)). John Wiley and Sons.

- Sekaran, U., & Bougie, R. J. (2019). *Research Methods For Business: A Skill Building Approach* (8th Edition). John Wiley & Sons.
- Setiyadi, D. (2022). The Influence of Motivation, Dicipline and Work Environment on Employee Performance CV Nusadaya Sira Indonesia. *Enrichment: Journal of Management*, 12(2), 2419–2425.
- Siagian, M. (2018). Peranan disiplin kerja dan kompensasi dalam mendeterminasi kinerja karyawan dengan motivasi kerja sebagai variabel intervening pada PT Cahaya Pulau Pura Di Kota Batam. *JIM UPB (Jurnal Ilmiah Manajemen Universitas Putera Batam)*, 6(2), 22–33.
- Silvius Battu, A., & Susanto, A. H. (2022a). Pengaruh Sel Efficacy dan Locus of Control Terhadap Kinerja Karyawan Magang. *Bisnis Dan Kewirausahaan*, 2(3), 61–77. <https://journal.sinov.id/index.php/jurimbik>
- Sinaga, M. Y. B., Ningsih, D. S., & Novrianti, D. P. (2024). The Influence of Work Discipline and Work Environment on Employee Performance with Work Motivation as an Intervening Variable at PT Jamkrida Riau. *AURELIA: Jurnal Penelitian Dan Pengabdian Masyarakat Indonesia*, 3(2), 1583–1592.
- Soetrisno, E. (2016). *Manajemen sumber daya manusia*. Kencana.
- Solimun, Fernandes, A. A. R., & Nurjannah. (2017). *Metode Statistika Multivariat Pemodelan Persamaan Struktural (SEM) Pendekatan WarpPLS*. Universitas Brawijaya Press.
- Solimun, M. S. (2002). *Structural Equation Modelling (SEM) Lisrel Dan Amos*. Fakultas MIPA Universitas Brawijaya. .
- Sopiansyah, D., Masruroh, S., Zaqiah, Q. Y., & Erihadiana, M. (2022). Konsep dan implementasi kurikulum MBKM (merdeka belajar kampus merdeka). *Reslaj: Religion Education Social Laa Roiba Journal*, 4(1), 34–41.
- Stephanie. (2023, December 13). Apresiasi Kampus Merdeka, Para Mitra Sebut Peserta Magang Banyak Berkontribusi pada Perusahaan. Kementerian Pendidikan Dan Kebudayaan. <https://www.kemdikbud.go.id/main/blog/2023/12/apresiasi-kampus-merdeka-para-mitra-sebut-peserta-magang-banyak-berkontribusi-pada-perusahaan>
- Stretch, S. M., & Harp, S. S. (1991). Internships: Learn by doing. *Occupational Outlook Quarterly*, 36(2), 30–33.
- Sullaيدا, S. S., Nurmala, N. N., & Khairawati, K. K. (2022). Pengaruh Kompensasi Dan Fasilitas Kerja Terhadap Kinerja Karyawan Outsourcing Ground Keeping Di Perusahaan PT. PAG Lhokseumawe. *Jurnal Visioner & Strategis*, 11(1).
- Sunyoto, D. (2016). *Metodologi penelitian akuntansi*.
- Syafitri, D., Namira Sitanggang, C., Naurah Maharani, P., Fadila Ramadhani, P., & Yunita Siregar, D. (2023). Volume 1 ; Nomor 6. Desember, 179–182. <https://doi.org/10.59435/gjmi.v1i6.178>

- Syafitri, D., Ramadhani, P. F., Sitanggang, C. N., Maharani, P. N., & Siregar, D. Y. (2023). Pengaruh Lingkungan Kerja Magang Terhadap Motivasi dan Kinerja Mahasiswa. *Gudang Jurnal Multidisiplin Ilmu*, 1(6), 179–182.
- Taylor, M. S. (1988). Effects of college internships on individual participants. *Journal of Applied Psychology*, 73(3), 393.
- Theorell, T., Hammarström, A., Aronsson, G., Träskman Bendz, L., Grape, T., Hogstedt, C., Marteinsdottir, I., Skoog, I., & Hall, C. (2015). A systematic review including meta-analysis of work environment and depressive symptoms. *BMC Public Health*, 15, 1–14.
- Wibowo. (2014). *Manajemen Kinerja*. RajaGrafindo Persada.
- Widiyono, A., Irfana, S., & Firdausia, K. (2021). Implementasi merdeka belajar melalui kampus mengajar perintis di sekolah dasar. *Metodik Didaktik: Jurnal Pendidikan Ke-Sd-An*, 16(2).
- Widodo, W., & Mawarto, M. (2020). Investigating the role of innovative behavior in mediating the effect of transformational leadership and talent management on performance. *Management Science Letters*, 10(10), 2175–2182.
- Yaakob¹, H., Ail, K. M., & Radzi, N. F. (2018). *The effect of internship on job performance: An assessment of students' perception*.