ABSTRAK

Mohamad Teguh Nugroho. 2026. Pengaruh Internship Experience dan *Soft skills* terhadap *Self-efficacy* pada Karyawan dengan Masa Kerja Baru di Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh *internship experience* dan *Soft skills* terhadap *self-efficacy* pada karyawan dengan masa kerja baru di Kota Madiun. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Sampel dipilih menggunakan teknik *incidental sampling*. Data dikumpulkan melalui kuesioner berskala Likert dan dianalisis menggunakan IBM SPSS Statistics melalui uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, uji *t*, uji *F*, dan koefisien determinasi.

Hasil penelitian menunjukkan bahwa *internship experience* berpengaruh positif dan signifikan terhadap *self-efficacy* pada karyawan dengan masa kerja baru di Kota Madiun. *Soft skills* juga berpengaruh positif dan signifikan terhadap *self-efficacy* serta menjadi variabel yang memiliki pengaruh lebih dominan. Secara simultan, *internship experience* dan *Soft skills* berpengaruh positif dan signifikan terhadap *self-efficacy*. Penelitian ini menyimpulkan bahwa pengalaman magang yang berkualitas dan kemampuan *Soft skills* yang baik mampu meningkatkan *self-efficacy* karyawan dengan masa kerja baru sehingga mendukung kesiapan dalam menghadapi dunia kerja.

Kata Kunci: *Internship Experience, Soft Skills, Self-efficacy.*

ABSTRACT

Mohamad Teguh Nugroho. 2026. *The Influence of Internship Experience and Soft skills on Self-efficacy among Employees with Short Job Tenure in Madiun City. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business,* Universitas PGRI Madiun. Advisor I: Dr. Karuniawati Hasanah, S.E., M.M. Advisor II: Robby Sandhi Dessyarti, S.E., M.M.

This study aimed to examine the influence of internship experience and Soft skills on self-efficacy among employees with short job tenure in Madiun City. This study employed a quantitative approach using a survey method. The sample was selected using the incidental sampling technique. Data were collected through a Likert-scale questionnaire and analyzed using IBM SPSS Statistics, including validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, t-tests, F-tests, and coefficient of determination analysis.

The results showed that internship experience had a positive and significant effect on self-efficacy among employees with short job tenure in Madiun City. Soft skills also had a positive and significant effect on self-efficacy and were found to have a more dominant influence. Furthermore, internship experience and Soft skills simultaneously had a positive and significant effect on self-efficacy. This study concludes that quality internship experience and well-developed Soft skills enhance the self-efficacy of employees with short job tenure, thereby supporting their readiness to face workplace challenges.

Keywords: *Internship Experience, Soft Skills, Self-efficacy.*