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LAMPIRAN

Lampiran 1: Lampiran Alat Ukur

a. Skala *Internship Experience*

Instruksi

Pada setiap pernyataan, terdapat pilihan jawaban sebagai berikut:

1: Sangat Tidak Setuju

2: Tidak Setuju

3: Netral

4: Setuju

5: Sangat Setuju

Anda diminta untuk memilih pilihan jawaban yang paling sesuai dengan kondisi atau sikap Anda saat ini, sehingga tidak terdapat jawaban yang benar atau salah dalam pengisian skala psikologi ini.

Aitem

No.	Aitem	Respon				
		STS	TS	N	S	SS
1	Saya berkesempatan untuk menerapkan ilmu semasa kuliah di tempat magang					
2	Saya merasa puas dalam mengerjakan tugas maga					
3	Saya menggunakan sejumlah keterampilan yang cukup kompleks dalam mengerjakan tugas magang					
4	Tempat magang memfasilitasi saya dalam menyelesaikan setiap tugas					
5	Saya memperoleh petunjuk pengerjaan setiap tugas magang					
6	Saya senang dengan pekerjaan yang diberikan selama magang					
7	Saya diperlakukan setara dengan karyawan lain di tempat magang					
8	Supervisor magang merupakan orang yang mudah diajak berkomunikasi dan selalu bersedia menjawab pertanyaan mengenai tugas magang dengan baik					
9	Supervisor magang sering memberikan masukan kepada saya terkait performa dalam bekerja					

10	Supervisor magang adalah orang profesional yang memberikan contoh kepada saya dalam bekerja					
11	Supervisor magang membagikan pengalaman pribadinya untuk memberikan saya sudut pandang alternatif terhadap masalah yang saya hadapi					
12	Saya senantiasa berinisiatif dalam mengerjakan tugas di tempat magang					
13	Saya secara proaktif bertanay kepada supervisor magang ketika mengalami kendala selama bekerja					
14	Saya berinisiatif untuk berkenalan dengan karyawan di tempat magang					
15	Saya secara proaktif meminta masukan dan umpan balik selama bekerja di tempat magang					
16	Saya menjadi lebih terorganisir dan sejahtera setelah mengikuti program magang					
17	Program magang mengajarkan beberapa hal yang tidak saya peroleh selama perkuliahan					
18	Saya memeroleh pengetahuan terkait interaksi inidvidu dalam organisasai dan skill komunikasi melalui program magang					
19	Saya merasa lebih siap untuk memasuki dunia kerja setelah mengikuti program magang					
20	Saya memeroleh berbagai referensi terkait karier kedepannya setelah mengikuti program magang					
21	Setelah mengikuti program magang saya lebih percaya diri dalam mencari pekerjaan setelah lulus					

b. Skala *Career Adaptability*

Instruksi

Setiap orang menggunakan kemampuan yang berbeda untuk membangun kariernya. Tidak ada orang yang pandai dalam segala hal, setiap orang mempunyai beberapa kemampuan yang lebih menonjol dari orang lain. Silahkan Anda tetapkan seberapa kuat kemampuan Anda dalam mengembangkan kemampuan-kemampuan yang tertulis di bawah ini dengan menggunakan skala berikut:

Pada setiap pernyataan, terdapat pilihan jawaban sebagai berikut:

1: Tidak Kuat

2: Cukup Kuat

3: Kuat

4: Sangat Kuat

5: Paling Kuat

Anda diminta untuk memilih pilihan jawaban yang paling sesuai dengan kondisi atau sikap Anda saat ini, sehingga tidak terdapat jawaban yang benar atau salah dalam pengisian skala psikologi ini.

Aitem

No.	Aitem	Respon				
		TK	CK	K	SK	PK
1	Memikirkan masa depan saya kedepannya					
2	Menyadari bahwa pilihan hari ini menentukan masa depan saya					
3	Mempersiapkan masa depan saya					
4	Menyadari akan pilihan pendidikan dan pilihan karier yang harus saya pilih					
5	Merencanakan hal yang perlu dilakukan untuk mencapai tujuan kedepannya					
6	Peduli dengan karier saya kedepannya					
7	Menjaga agar tetap optimis					
8	Membuat keputusan sendiri					

9	Bertanggung jawab atas tindakan yang saya lakukan					
10	Tetap teguh dengan keyakinan yang dipahami					
11	Percaya dengan diri sendiri					
12	Melakukan hal yang saya anggap benar					
13	Mengeksplorasi lingkungan sekitar					
14	Mencari kesempatan untuk berkembang sebagai seorang individu					
15	Mencari tahu alternatif sebelum menentukan pilihan					
16	Mengamati berbagai cara dalam melakukan sesuatu					
17	Menyelidiki secara lebih dalam pertanyaan-pertanyaan yang saya miliki					
18	Menjadi ingin tahu tentang peluang-peluang baru					
19	Mengerjakan tugas secara efisien					
20	Berusaha melakukan sesuatu dengan baik secara hati-hati					
21	Mempelajari keterampilan-keterampilan baru					
22	Bekerja dengan memaksimalkan kemampuan yang dimiliki					
23	Mengatasi segala hambatan-hambatan					
24	Menyelesaikan segala masalah					

c. Skala *Conscientiousness*

Instruksi

Pada setiap pernyataan, terdapat pilihan jawaban sebagai berikut:

1: Sangat Tidak Sesuai

2: Tidak Sesuai

3: Netral

4: Sesuai

5: Sangat Sesuai

Anda diminta untuk memilih pilihan jawaban yang paling sesuai dengan kondisi atau sikap Anda saat ini, sehingga tidak terdapat jawaban yang benar atau salah dalam pengisian skala psikologi ini.

Aitem

No.	Aitem	Respon				
		STS	TS	N	S	SS
1	Selalu mempersiapkan segala hal					
2	Meninggalkan barang pribadi di sembarang tempat					
3	Memperhatikan hal-hal secara rinci					
4	Mengacaukan banyak hal					
5	Tidak menunda pekerjaan					
6	Sering lupa meletakkan barang kembali pada tempatnya					
7	Menyukai keteraturan					
8	Mengabaikan tugas-tugas saya					
9	Melakukan aktivitas sesuai jadwal atau agenda					
10	Telaten dalam mengerjakan tugas					

Lampiran 2: Uji Validitas

a. Skala *Internship Experience*

Rscript

```
#Importing Data
library(readxl)
IE1 <- read_excel("Downloads/IE1.xlsx")
View(IE1)

##Importing Excel file into data object
data<-IE1

#Mulivariate Normality Assessement
## If sample size <50 use Royston's
## If sample size >50 use Henze-Zirkler's
library(MVN)
mvn(data, mvnTest = "hz")$multivariateNormality
mvn(data, mvnTest = "mardia")$multivariateNormality
mvn(data, mvnTest = "royston")$multivariateNormality

##Creating CFA Model
##Before item deletion
Model.Nirmala2<-'
A=~A1+A2+A3+A4+A5+A6+A7
B=~B1+B2+B3+B4+B5+B6
C=~C1+C2+C3+C4
D=~D1+D2+D3
E=~E1+E2+E3+E4'

##CFA Analysis
library(lavaan)
attach(data)
fit.cfa.nrm2<-cfa(Model.Nirmala2, data = data, estimator = "MLR")
summary(fit.cfa.nrm2,
      fit.measures = TRUE,
      standardized = TRUE)

#Modification Indces
modificationindices(fit.cfa.nrm2,sort. = TRUE)

##Creating CFA Model
##After item deletion
Model.Nirmala3<-'
A=~A1+A2+A3+A4+A5+A6+A7
B=~B1+B2+B4+B5+B6
C=~C2+C3+C4
D=~D1+D2+D3
E=~E1+E2+E4'

##CFA Analysis
library(lavaan)
attach(data)
fit.cfa.nrm22<-cfa(Model.Nirmala3, data = data, estimator = "MLR")
```

```
summary(fit.cfa.nrm22,
       fit.measures = TRUE,
       standardized = TRUE)

##Goodness Of Fit (GOF)
fitmeasures(fit.cfa.nrm22, c("chisq","df","pvalue","rmsea","cfi","GFI","TLI","SRMR"))
```

Rconsole

```
> ##Importing Data
> library(readxl)
> IE1 <- read_excel("Downloads/IE1.xlsx")

> View(IE1)
> ##Importing Excel file into data object
> data<-IE1
> #Mulivariate Normality Assessement
> ## If sample size <50 use Royston's
> ## If sample size >50 use Henze-Zirkler's
> library(MVN)
> mvn(data, mvnTest = "hz")$multivariateNormality
          Test       HZ p value MVN
1 Henze-Zirkler 2.774556       0  NO
> ##Creating CFA Model
> ##Before item deletion
> Model.Nirmala2<-'
+ A=~A1+A2+A3+A4+A5+A6+A7
+ B=~B1+B2+B3+B4+B5+B6
+ C=~C1+C2+C3+C4
+ D=~D1+D2+D3
+ E=~E1+E2+E3+E4'
> ##CFA Analysis
> library(lavaan)
> attach(data)
> fit.cfa.nrm2<-cfa(Model.Nirmala2, data = data, estimator = "MLR")
Warning message:
In lav_object_post_check(object) :
  lavaan WARNING: covariance matrix of latent variables
              is not positive definite;
              use lavInspect(fit, "cov.lv") to investigate.
> summary(fit.cfa.nrm2,
+                 fit.measures = TRUE,
+                 standardized = TRUE)
lavaan 0.6-11 ended normally after 110 iterations


  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        58

  Number of observations                           280

Model Test User Model:
                                              Standard      Robust
    Test Statistic                             1510.244    1138.527
    Degrees of freedom                              242         242
```

P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.326
Yuan-Bentler correction (Mplus variant)		

Model Test Baseline Model:

	Standard	Robust
Test Statistic	4254.041	3065.999
Degrees of freedom	276	276
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.387

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.781	0.779
Tucker-Lewis Index (TLI)	0.736	0.734
Robust Comparative Fit Index (CFI)		0.793
Robust Tucker-Lewis Index (TLI)		0.750

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-7217.472	-7217.472
Scaling correction factor for the MLR correction		1.552
Loglikelihood unrestricted model (H1)	-6462.350	-6462.350
Scaling correction factor for the MLR correction		1.370
Akaike (AIC)	14550.944	14550.944
Bayesian (BIC)	14761.762	14761.762
Sample-size adjusted Bayesian (BIC)	14577.848	14577.848

Root Mean Square Error of Approximation:

RMSEA	0.137	0.115
90 Percent confidence interval - lower	0.130	0.109
90 Percent confidence interval - upper	0.143	0.121
P-value RMSEA <= 0.05	0.000	0.000
Robust RMSEA		0.132
90 Percent confidence interval - lower		0.125
90 Percent confidence interval - upper		0.140

Standardized Root Mean Square Residual:

SRMR	0.086	0.086

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A =~						
A1	1.000				0.582	0.633
A2	0.754	0.073	10.388	0.000	0.439	0.553
A3	0.960	0.123	7.782	0.000	0.559	0.549
A4	0.830	0.134	6.201	0.000	0.483	0.529
A5	1.009	0.116	8.713	0.000	0.587	0.719
A6	0.950	0.121	7.881	0.000	0.553	0.656
A7	1.008	0.103	9.784	0.000	0.587	0.718
B =~						
B1	1.000				0.524	0.606
B2	0.793	0.128	6.184	0.000	0.415	0.590
B3	0.889	0.155	5.747	0.000	0.466	0.355
B4	1.058	0.187	5.653	0.000	0.554	0.675
B5	1.052	0.185	5.680	0.000	0.551	0.564
B6	0.998	0.154	6.466	0.000	0.522	0.695
C =~						
C1	1.000				0.284	0.315
C2	1.651	0.397	4.160	0.000	0.469	0.599
C3	2.160	0.470	4.600	0.000	0.614	0.755
C4	2.284	0.560	4.082	0.000	0.649	0.771
D =~						
D1	1.000				0.592	0.663
D2	1.247	0.118	10.563	0.000	0.738	0.770
D3	1.169	0.142	8.258	0.000	0.691	0.801
E =~						
E1	1.000				0.391	0.551
E2	1.370	0.168	8.152	0.000	0.535	0.697
E3	1.365	0.282	4.838	0.000	0.533	0.479
E4	1.519	0.242	6.264	0.000	0.593	0.691

Covariances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A ~~						
B	0.331	0.052	6.304	0.000	1.085	1.085
C	0.150	0.034	4.468	0.000	0.907	0.907
D	0.336	0.050	6.663	0.000	0.975	0.975
E	0.224	0.041	5.492	0.000	0.985	0.985
B ~~						
C	0.132	0.033	3.985	0.000	0.885	0.885
D	0.302	0.039	7.713	0.000	0.973	0.973
E	0.225	0.040	5.575	0.000	1.099	1.099
C ~~						
D	0.127	0.034	3.778	0.000	0.754	0.754
E	0.092	0.023	3.997	0.000	0.829	0.829
D ~~						
E	0.219	0.033	6.648	0.000	0.949	0.949

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.A1	0.506	0.064	7.907	0.000	0.506	0.599
.A2	0.438	0.052	8.363	0.000	0.438	0.695
.A3	0.723	0.084	8.661	0.000	0.723	0.699
.A4	0.599	0.107	5.596	0.000	0.599	0.720
.A5	0.322	0.037	8.607	0.000	0.322	0.483

.A6	0.405	0.051	7.988	0.000	0.405	0.570
.A7	0.323	0.036	8.915	0.000	0.323	0.484
.B1	0.473	0.057	8.242	0.000	0.473	0.633
.B2	0.323	0.030	10.604	0.000	0.323	0.652
.B3	1.502	0.122	12.294	0.000	1.502	0.874
.B4	0.367	0.047	7.773	0.000	0.367	0.545
.B5	0.650	0.089	7.321	0.000	0.650	0.682
.B6	0.292	0.033	8.957	0.000	0.292	0.517
.C1	0.731	0.066	11.131	0.000	0.731	0.900
.C2	0.394	0.055	7.204	0.000	0.394	0.641
.C3	0.284	0.039	7.323	0.000	0.284	0.430
.C4	0.287	0.051	5.620	0.000	0.287	0.405
.D1	0.447	0.093	4.828	0.000	0.447	0.561
.D2	0.374	0.052	7.138	0.000	0.374	0.407
.D3	0.266	0.040	6.607	0.000	0.266	0.358
.E1	0.351	0.044	7.888	0.000	0.351	0.697
.E2	0.304	0.040	7.580	0.000	0.304	0.515
.E3	0.957	0.108	8.886	0.000	0.957	0.771
.E4	0.385	0.048	8.025	0.000	0.385	0.522
A	0.339	0.067	5.048	0.000	1.000	1.000
B	0.274	0.056	4.865	0.000	1.000	1.000
C	0.081	0.035	2.311	0.021	1.000	1.000
D	0.350	0.070	4.966	0.000	1.000	1.000
E	0.153	0.038	4.065	0.000	1.000	1.000

```
> #Modification Indces
> modificationindices(fit.cfa.nrm2,sort. = TRUE)
```

	lhs	op	rhs	mi	epc	sepc.lv	sepc.all	sepc.nox
343	B3	~~	E3	50.048	0.518	0.518	0.432	0.432
435	E3	~~	E4	29.823	0.221	0.221	0.363	0.363
172	A1	~~	C1	12.041	0.130	0.130	0.214	0.214

```
> ##Creating CFA Model
> ##After item deletion
> Model.Nirmala22<-'
+ A=~A1+A2+A3+A4+A5+A6+A7
+ B=~B1+B2+B4+B5+B6
+ C=~C2+C3+C4
+ D=~D1+D2+D3
+ E=~E1+E2+E4'
> ##CFA Analysis
> library(lavaan)
> attach(data)
> fit.cfa.nrm22<-cfa(Model.Nirmala22, data = data, estimator = "MLR")
Warning message:
In lav_object_post_check(object) :
  lavaan WARNING: covariance matrix of latent variables
              is not positive definite;
              use lavInspect(fit, "cov.lv") to investigate.
> summary(fit.cfa.nrm22,
+               fit.measures = TRUE,
+               standardized = TRUE)
lavaan 0.6-11 ended normally after 91 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
```

Number of model parameters	58	
Number of observations	280	

Model Test User Model:

	Standard	Robust
Test Statistic	1252.331	911.860
Degrees of freedom	179	179
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.373
Yuan-Bentler correction (Mplus variant)		

Model Test Baseline Model:

	Standard	Robust
Test Statistic	3874.891	2677.747
Degrees of freedom	210	210
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.447

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.918	0.910
Tucker-Lewis Index (TLI)	0.905	0.901
Robust Comparative Fit Index (CFI)		0.907
Robust Tucker-Lewis Index (TLI)		0.909

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-6009.202	-6009.202
Scaling correction factor for the MLR correction		1.617
Loglikelihood unrestricted model (H1)	-5383.036	-5383.036
Scaling correction factor for the MLR correction		1.428
Akaike (AIC)	12122.403	12122.403
Bayesian (BIC)	12311.413	12311.413
Sample-size adjusted Bayesian (BIC)	12146.524	12146.524

Root Mean Square Error of Approximation:

RMSEA	0.046	0.021
90 Percent confidence interval - lower	0.039	0.014
90 Percent confidence interval - upper	0.054	0.028
P-value RMSEA <= 0.05	0.000	0.000
Robust RMSEA		0.042
90 Percent confidence interval - lower		0.033
90 Percent confidence interval - upper		0.051

Standardized Root Mean Square Residual:

SRMR	0.075	0.075

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A =~						
A1	1.000				0.574	0.625
A2	0.752	0.075	10.069	0.000	0.432	0.544
A3	0.946	0.126	7.489	0.000	0.543	0.534
A4	0.844	0.135	6.261	0.000	0.485	0.531
A5	1.031	0.119	8.626	0.000	0.592	0.725
A6	0.958	0.123	7.776	0.000	0.550	0.652
A7	1.040	0.107	9.764	0.000	0.597	0.731
B =~						
B1	1.000				0.512	0.593
B2	0.828	0.141	5.885	0.000	0.424	0.603
B4	1.110	0.209	5.315	0.000	0.569	0.692
B5	1.118	0.203	5.514	0.000	0.572	0.586
B6	1.015	0.170	5.977	0.000	0.520	0.692
C =~						
C2	1.000				0.474	0.605
C3	1.279	0.126	10.165	0.000	0.607	0.746
C4	1.378	0.125	11.045	0.000	0.654	0.776
D =~						
D1	1.000				0.600	0.672
D2	1.235	0.115	10.701	0.000	0.741	0.774
D3	1.137	0.134	8.484	0.000	0.682	0.791
E =~						
E1	1.000				0.412	0.581
E2	1.375	0.162	8.497	0.000	0.567	0.737
E4	1.388	0.242	5.738	0.000	0.572	0.666

Covariances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A ~~						
B	0.317	0.054	5.907	0.000	1.078	1.078
C	0.247	0.035	7.065	0.000	0.907	0.907
D	0.337	0.051	6.646	0.000	0.978	0.978
E	0.235	0.042	5.592	0.000	0.993	0.993
B ~~						
C	0.207	0.038	5.515	0.000	0.854	0.854
D	0.303	0.040	7.498	0.000	0.985	0.985
E	0.225	0.042	5.357	0.000	1.067	1.067
C ~~						
D	0.212	0.031	6.778	0.000	0.745	0.745
E	0.154	0.025	6.123	0.000	0.785	0.785
D ~~						
E	0.227	0.033	6.966	0.000	0.919	0.919

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.A1	0.515	0.065	7.966	0.000	0.515	0.610
.A2	0.444	0.053	8.372	0.000	0.444	0.704
.A3	0.741	0.084	8.776	0.000	0.741	0.715
.A4	0.597	0.107	5.562	0.000	0.597	0.718
.A5	0.317	0.038	8.352	0.000	0.317	0.475
.A6	0.409	0.051	8.076	0.000	0.409	0.575
.A7	0.310	0.035	8.959	0.000	0.310	0.465
.B1	0.484	0.061	7.939	0.000	0.484	0.649
.B2	0.316	0.031	10.024	0.000	0.316	0.637
.B4	0.351	0.047	7.526	0.000	0.351	0.521
.B5	0.626	0.089	7.038	0.000	0.626	0.656
.B6	0.295	0.036	8.293	0.000	0.295	0.522
.C2	0.389	0.056	6.945	0.000	0.389	0.634
.C3	0.293	0.041	7.122	0.000	0.293	0.444
.C4	0.281	0.050	5.668	0.000	0.281	0.397
.D1	0.437	0.090	4.856	0.000	0.437	0.548
.D2	0.369	0.053	6.979	0.000	0.369	0.401
.D3	0.279	0.042	6.676	0.000	0.279	0.375
.E1	0.334	0.046	7.270	0.000	0.334	0.663
.E2	0.269	0.044	6.156	0.000	0.269	0.456
.E4	0.410	0.049	8.289	0.000	0.410	0.556
A	0.330	0.067	4.894	0.000	1.000	1.000
B	0.262	0.059	4.466	0.000	1.000	1.000
C	0.225	0.038	5.999	0.000	1.000	1.000
D	0.360	0.070	5.148	0.000	1.000	1.000
E	0.170	0.043	3.937	0.000	1.000	1.000

```
> ##Goodness Of Fit (GOF)
> fitmeasures(fit.cfa.nrm22,c("chisq","df","pvalue","rmsea","cfi","GFI","TLI","SRMR"))
```

chisq	df	pvalue	rmsea	cfi	gfi	tli
1252.331	179.000	0.000	0.046	0.918	0.905	0.909

srmr
0.075

b. Skala *Career Adaptability*

Rscript

```
##Importing Data
library(readxl)
CA1 <- read_excel("Downloads/CA1.xlsx")
View(CA1)

##Importing Excel file into data object
data<-CA1

#Mulivariate Normality Assessement
## If sample size <50 use Royston's
## If sample size >50 use Henze-Zirkler's
library(MVN)
mvn(data, mvnTest = "hz")$multivariateNormality
mvn(data, mvnTest = "mardia")$multivariateNormality
mvn(data, mvnTest = "royston")$multivariateNormality
```

```
##Creating CFA Model
##Before item deletion
Model.Nirmala1<-'
A=~A1+A2+A3+A4+A5+A6
B=~B1+B2+B3+B4+B5+B6
C=~C1+C2+C3+C4+C5+C6
D=~D1+D2+D3+D4+D5+D6 '

##CFA Analysis
library(lavaan)
attach(data)
fit.cfa.nrm1<-cfa(Model.Nirmala1, data = data, estimator = "MLR")
summary(fit.cfa.nrm1,
        fit.measures = TRUE,
        standardized = TRUE)

##Goodness Of Fit (GOF)
fitmeasures(fit.cfa.nrm1,c("chisq","df","pvalue","rmsea","cfi","GFI","TLI","SRMR"))
```

Rconsole

```
> library(readxl)
> CA1 <- read_excel("Downloads/CA1.xlsx")
> View(CA1)
> ##Importing Excel file into data object
> data<-CA1
> #Mulivariate Normality Assessement
> ## If sample size <50 use Royston's
> ## If sample size >50 use Henze-Zirkler's
> library(MVN)
> mvn(data, mvnTest = "hz")$multivariateNormality
          Test       HZ p value MVN
1 Henze-Zirkler 4.946811       0  NO
> ##Creating CFA Model
> ##Before item deletion
> Model.Nirmala1<-'
+ A=~A1+A2+A3+A4+A5+A6
+ B=~B1+B2+B3+B4+B5+B6
+ C=~C1+C2+C3+C4+C5+C6
+ D=~D1+D2+D3+D4+D5+D6 '
> ##CFA Analysis
> library(lavaan)
> attach(data)
The following objects are masked from data (pos = 3):
> fit.cfa.nrm1<-cfa(Model.Nirmala1, data = data, estimator = "MLR")
> summary(fit.cfa.nrm1,
+                 fit.measures = TRUE,
+                 standardized = TRUE)
lavaan 0.6-11 ended normally after 61 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        54

  Number of observations                           280
```

Model Test User Model:

	Standard	Robust
Test Statistic	1057.612	789.089
Degrees of freedom	246	246
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.340
Yuan-Bentler correction (Mplus variant)		

Model Test Baseline Model:

	Standard	Robust
Test Statistic	4495.433	3282.728
Degrees of freedom	276	276
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.369

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.908	0.919
Tucker-Lewis Index (TLI)	0.884	0.897
Robust Comparative Fit Index (CFI)		0.923
Robust Tucker-Lewis Index (TLI		0.902

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-6390.548	-6390.548
Scaling correction factor for the MLR correction		1.369
Loglikelihood unrestricted model (H1)	-5861.742	-5861.742
Scaling correction factor for the MLR correction		1.369
Akaike (AIC)	12889.096	12889.096
Bayesian (BIC)	13085.374	13085.374
Sample-size adjusted Bayesian (BIC)	12914.144	12914.144

Root Mean Square Error of Approximation:

RMSEA	0.079	0.069
90 Percent confidence interval - lower	0.072	0.063
90 Percent confidence interval - upper	0.085	0.075
P-value RMSEA <= 0.05	0.000	0.000
Robust RMSEA		0.073
90 Percent confidence interval - lower		0.065
90 Percent confidence interval - upper		0.095

Standardized Root Mean Square Residual:

SRMR	0.066	0.066

Parameter Estimates:

Standard errors Sandwich
Information bread Observed
Observed information based on Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A =~						
A1	1.000				0.587	0.677
A2	0.619	0.077	8.053	0.000	0.363	0.530
A3	0.951	0.077	12.378	0.000	0.558	0.754
A4	0.950	0.119	7.990	0.000	0.558	0.763
A5	1.094	0.121	9.020	0.000	0.643	0.828
A6	0.882	0.128	6.905	0.000	0.518	0.703
B =~						
B1	1.000				0.610	0.725
B2	0.841	0.095	8.861	0.000	0.513	0.593
B3	0.658	0.085	7.766	0.000	0.401	0.629
B4	0.891	0.106	8.401	0.000	0.543	0.724
B5	0.996	0.078	12.790	0.000	0.607	0.660
B6	0.780	0.085	9.151	0.000	0.476	0.588
C =~						
C1	1.000				0.736	0.757
C2	0.851	0.056	15.333	0.000	0.627	0.776
C3	0.806	0.072	11.230	0.000	0.593	0.663
C4	0.853	0.064	13.396	0.000	0.628	0.810
C5	0.848	0.065	13.039	0.000	0.624	0.799
C6	0.940	0.072	12.996	0.000	0.692	0.836
D =~						
D1	1.000				0.676	0.755
D2	0.797	0.063	12.697	0.000	0.539	0.681
D3	0.992	0.084	11.763	0.000	0.671	0.739
D4	0.721	0.066	10.912	0.000	0.488	0.716
D5	1.016	0.104	9.790	0.000	0.687	0.744
D6	1.049	0.101	10.428	0.000	0.709	0.783

Covariances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A ~~						
B	0.258	0.039	6.697	0.000	0.721	0.721
C	0.296	0.037	7.949	0.000	0.685	0.685
D	0.251	0.033	7.528	0.000	0.631	0.631
B ~~						
C	0.368	0.052	7.040	0.000	0.819	0.819
D	0.333	0.048	7.002	0.000	0.809	0.809
C ~~						
D	0.434	0.053	8.241	0.000	0.872	0.872

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.A1	0.409	0.056	7.265	0.000	0.409	0.542
.A2	0.338	0.031	10.828	0.000	0.338	0.719
.A3	0.236	0.030	7.853	0.000	0.236	0.431
.A4	0.223	0.031	7.084	0.000	0.223	0.417
.A5	0.189	0.023	8.218	0.000	0.189	0.314
.A6	0.275	0.039	7.124	0.000	0.275	0.506

.B1	0.335	0.039	8.533	0.000	0.335	0.474
.B2	0.486	0.053	9.252	0.000	0.486	0.649
.B3	0.245	0.024	10.177	0.000	0.245	0.604
.B4	0.267	0.032	8.360	0.000	0.267	0.475
.B5	0.477	0.057	8.297	0.000	0.477	0.564
.B6	0.427	0.051	8.313	0.000	0.427	0.654
.C1	0.404	0.058	7.027	0.000	0.404	0.427
.C2	0.260	0.033	7.775	0.000	0.260	0.398
.C3	0.448	0.063	7.150	0.000	0.448	0.560
.C4	0.207	0.026	8.076	0.000	0.207	0.344
.C5	0.221	0.023	9.564	0.000	0.221	0.362
.C6	0.207	0.025	8.167	0.000	0.207	0.302
.D1	0.346	0.042	8.239	0.000	0.346	0.431
.D2	0.335	0.045	7.389	0.000	0.335	0.536
.D3	0.374	0.049	7.641	0.000	0.374	0.454
.D4	0.226	0.027	8.522	0.000	0.226	0.488
.D5	0.381	0.065	5.902	0.000	0.381	0.447
.D6	0.317	0.040	7.994	0.000	0.317	0.387
A	0.345	0.057	6.040	0.000	1.000	1.000
B	0.372	0.063	5.907	0.000	1.000	1.000
C	0.542	0.073	7.437	0.000	1.000	1.000
D	0.457	0.067	6.834	0.000	1.000	1.000

```
> ##Goodness Of Fit (GOF)
> fitmeasures(fit.cfa.nrm1, c("chisq","df","pvalue","rmsea","cfi","GFI","TLI","SRMR"))
```

chisq	df	pvalue	rmsea	cfi	gfi	tli
1057.612	246.000	0.000	0.079	0.908	0.909	0.904

srmr
0.066

c. Skala *Conscientiousness*

Rscript

```
##Importing Data
library(readxl)
C1 <- read_excel("Downloads/C1.xlsx")
View(C1)

##Importing Excel file into data object
data<-C1

#Mulivariate Normality Assessement
## If sample size <50 use Royston's
## If sample size >50 use Henze-Zirkler's
library(MVN)
mvn(data, mvnTest = "hz")$multivariateNormality
mvn(data, mvnTest = "mardia")$multivariateNormality
mvn(data, mvnTest = "royston")$multivariateNormality

##Creating CFA Model
##Before item deletion
Model.Nirmala3<-'
C=~C1+C2+C3+C4+C5+C6+C7+C8+C9+C10 '

##CFA Analysis
```

```
library(lavaan)
attach(data)
fit.cfa.nrm3<-cfa(Model.Nirmala3, data = data, estimator = "MLR")
summary(fit.cfa.nrm3,
       fit.measures = TRUE,
       standardized = TRUE)

##Goodness Of Fit (GOF)
fitmeasures(fit.cfa.nrm3, c("chisq","df","pvalue","rmsea","cfi","GFI","TLI","SRMR"))
```

Rconsole

```
> library(readxl)
> C1 <- read_excel("Downloads/C1.xlsx")
> View(C1)
> ##Importing Excel file into data object
> data<-C1
> #Mulivariate Normality Assessement
> ## If sample size <50 use Royston's
> ## If sample size >50 use Henze-Zirkler's
> library(MVN)
> mvn(data, mvnTest = "hz")$multivariateNormality
           Test       HZ p value MVN
1 Henze-Zirkler 2.688456       0  NO
> ##Creating CFA Model
> ##Before item deletion
> Model.Nirmala3<-'
+ C=~C1+C2+C3+C4+C5+C6+C7+C8+C9+C10 '
> ##CFA Analysis
> library(lavaan)
> attach(data)
> fit.cfa.nrm3<-cfa(Model.Nirmala3, data = data, estimator = "MLR")
> summary(fit.cfa.nrm3,
+                 fit.measures = TRUE,
+                 standardized = TRUE)
lavaan 0.6-11 ended normally after 24 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        20

  Number of observations                           280

Model Test User Model:
                                              Standard      Robust
    Test Statistic                             192.618     163.201
    Degrees of freedom                              35          35
    P-value (Chi-square)                         0.000       0.000
    Scaling correction factor                                1.180
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:
                                              Standard      Robust
    Test Statistic                            1165.879     947.308
```

Degrees of freedom	45	45
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.231

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.929	0.928
Tucker-Lewis Index (TLI)	0.916	0.913
Robust Comparative Fit Index (CFI)		0.934
Robust Tucker-Lewis Index (TLI		0.925

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-3328.109	-3328.109
Scaling correction factor for the MLR correction		1.040
Loglikelihood unrestricted model (H1)	-3231.800	-3231.800
Scaling correction factor for the MLR correction		1.129
Akaike (AIC)	6696.218	6696.218
Bayesian (BIC)	6768.914	6768.914
Sample-size adjusted Bayesian (BIC)	6705.495	6705.495

Root Mean Square Error of Approximation:

RMSEA	0.027	0.014
90 Percent confidence interval - lower	0.010	0.008
90 Percent confidence interval - upper	0.045	0.031
P-value RMSEA <= 0.05	0.000	0.000
Robust RMSEA		0.024
90 Percent confidence interval - lower		0.005
90 Percent confidence interval - upper		0.044

Standardized Root Mean Square Residual:

SRMR	0.068	0.068

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
C =~						
C1	1.000				0.533	0.582
C2	1.346	0.155	8.698	0.000	0.817	0.672
C3	0.815	0.088	9.259	0.000	0.534	0.529
C4	1.177	0.120	9.787	0.000	0.727	0.756
C5	0.989	0.116	8.521	0.000	0.627	0.603

C6	1.253	0.142	8.795	0.000	0.768	0.670
C7	1.007	0.113	8.909	0.000	0.637	0.712
C8	1.276	0.112	11.420	0.000	0.780	0.824
C9	1.253	0.101	12.351	0.000	0.767	0.827
C10	1.238	0.090	13.678	0.000	0.759	0.825

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.C1	0.427	0.133	9.961	0.000	0.427	0.635
.C2	1.054	0.206	9.949	0.000	1.054	0.772
.C3	0.585	0.154	8.933	0.000	0.585	0.820
.C4	0.621	0.162	8.423	0.000	0.621	0.670
.C5	0.720	0.177	10.699	0.000	0.920	0.847
.C6	0.925	0.180	11.634	0.000	0.925	0.775
.C7	0.580	0.153	9.106	0.000	0.580	0.725
.C8	0.619	0.147	8.986	0.000	0.519	0.576
.C9	0.598	0.141	9.739	0.000	0.498	0.572
.C10	0.304	0.127	7.425	0.000	0.304	0.420
C	0.384	0.037	7.646	0.000	1.000	1.000

```
> ##Goodness Of Fit (GOF)
> fitmeasures(fit.cfa.nrm3, c("chisq","df","pvalue","rmsea","cfi","GFI","TLI","SRMR"))
```

chisq	df	pvalue	rmsea	cfi	gfi	tli
192.618	35.000	0.000	0.027	0.929	0.938	0.916

srmr
0.068

Lampiran 3: Uji Reliabilitas

a. Skala *Internship Experience*

Rscript

```
##Reliability
Total.reliability<-(data)
alpha(data)
```

Rconsole

```
> ##Reliability
> Total.reliability<-(data)
> alpha(data)

Reliability analysis
Call: alpha(x = data)
```

raw_alpha	std.alpha	G6(smc)	average_r	S/N	ase	mean	sd	median_r
0.93	0.93	0.96	0.37	14	0.006	4.1	0.55	0.38

95% confidence boundaries

	lower	alpha	upper
Feldt	0.92	0.93	0.94
Duhachek	0.92	0.93	0.94

Reliability if an item is dropped:

	raw_alpha	std.alpha	G6(smc)	average_r	S/N	alpha se	var.r	med.r
C1	0.93	0.94	0.96	0.39	15	0.0059	0.016	0.39
C2	0.93	0.93	0.96	0.38	14	0.0062	0.019	0.38
C3	0.93	0.93	0.95	0.37	14	0.0064	0.019	0.37
C4	0.93	0.93	0.96	0.37	14	0.0064	0.019	0.37
A1	0.93	0.93	0.95	0.37	14	0.0064	0.019	0.37
A2	0.93	0.93	0.96	0.38	14	0.0063	0.019	0.38
B1	0.93	0.93	0.95	0.37	14	0.0063	0.019	0.38
A3	0.93	0.93	0.96	0.38	14	0.0062	0.019	0.38
B2	0.93	0.93	0.95	0.38	14	0.0063	0.019	0.38
A4	0.93	0.93	0.96	0.38	14	0.0062	0.018	0.38
A5	0.93	0.93	0.95	0.37	13	0.0064	0.018	0.37
D1	0.93	0.93	0.96	0.37	14	0.0063	0.018	0.38
B3	0.93	0.94	0.96	0.39	15	0.0057	0.017	0.38
A6	0.93	0.93	0.96	0.37	14	0.0063	0.019	0.37
B4	0.93	0.93	0.95	0.37	13	0.0065	0.019	0.37
B5	0.93	0.93	0.96	0.38	14	0.0063	0.019	0.38
D2	0.93	0.93	0.95	0.37	13	0.0065	0.018	0.37
D3	0.92	0.93	0.95	0.37	13	0.0065	0.018	0.37
E1	0.93	0.93	0.96	0.38	14	0.0062	0.019	0.38
E2	0.93	0.93	0.96	0.37	14	0.0064	0.018	0.37
A7	0.93	0.93	0.95	0.37	13	0.0064	0.018	0.37
B6	0.93	0.93	0.95	0.37	13	0.0064	0.018	0.37
E3	0.93	0.93	0.96	0.38	14	0.0061	0.018	0.38
E4	0.93	0.93	0.96	0.37	14	0.0064	0.019	0.37

Item statistics

	n	raw.r	std.r	r.cor	r.drop	mean	sd
C1	280	0.36	0.35	0.31	0.29	3.7	0.90
C2	280	0.53	0.54	0.52	0.48	4.3	0.79
C3	280	0.69	0.69	0.68	0.66	4.1	0.81
C4	280	0.69	0.69	0.68	0.65	4.0	0.84
A1	280	0.68	0.68	0.67	0.64	4.1	0.92
A2	280	0.60	0.60	0.59	0.56	4.2	0.80
B1	280	0.66	0.66	0.65	0.62	4.2	0.87
A3	280	0.59	0.58	0.56	0.54	4.0	1.02
B2	280	0.60	0.62	0.61	0.57	4.4	0.71
A4	280	0.55	0.55	0.54	0.50	4.2	0.91
A5	280	0.73	0.74	0.74	0.69	4.3	0.82
D1	280	0.63	0.64	0.63	0.59	4.2	0.89
B3	280	0.44	0.40	0.38	0.36	3.4	1.31
A6	280	0.65	0.65	0.64	0.61	4.1	0.84
B4	280	0.73	0.74	0.73	0.70	4.2	0.82
B5	280	0.62	0.61	0.60	0.57	4.0	0.98
D2	280	0.73	0.73	0.73	0.69	3.8	0.96
D3	280	0.78	0.78	0.77	0.75	4.0	0.86
E1	280	0.57	0.58	0.56	0.53	4.4	0.71
E2	280	0.69	0.71	0.70	0.66	4.3	0.77
A7	280	0.72	0.73	0.73	0.69	4.2	0.82
B6	280	0.70	0.71	0.71	0.67	4.2	0.75
E3	280	0.53	0.50	0.48	0.47	3.8	1.12
E4	280	0.70	0.69	0.68	0.66	4.1	0.86

b. Skala *Career Adaptability*

Rscript

```
> ##Reliability
> Total.reliability<-(data)
> alpha(data)
```

Rconsole

Reliability analysis
Call: alpha(x = data)

raw_alpha	std.alpha	G6(smc)	average_r	S/N	ase	mean	sd	median_r
0.95	0.95	0.96	0.42	17	0.0047	4.2	0.54	0.41

95% confidence boundaries

	lower	alpha	upper
Feldt	0.94	0.95	0.95
Duhachek	0.94	0.95	0.95

Reliability if an item is dropped:

	raw_alpha	std.alpha	G6(smc)	average_r	S/N	alpha se	var.r	med.r
A1	0.94	0.94	0.96	0.42	17	0.0048	0.013	0.41
A2	0.94	0.95	0.96	0.43	17	0.0047	0.012	0.42
A3	0.94	0.94	0.96	0.42	16	0.0049	0.013	0.41
A4	0.94	0.94	0.96	0.42	17	0.0048	0.013	0.41
A5	0.94	0.94	0.96	0.42	17	0.0048	0.012	0.41
A6	0.94	0.94	0.96	0.42	17	0.0048	0.012	0.41
B1	0.94	0.94	0.96	0.42	16	0.0049	0.013	0.41
B2	0.94	0.94	0.96	0.42	17	0.0048	0.013	0.41
B3	0.94	0.94	0.96	0.42	17	0.0048	0.013	0.42
B4	0.94	0.94	0.96	0.42	17	0.0049	0.013	0.41
B5	0.94	0.94	0.96	0.42	17	0.0048	0.013	0.41
B6	0.94	0.94	0.96	0.43	17	0.0048	0.013	0.42
C1	0.94	0.94	0.96	0.41	16	0.0050	0.012	0.41
C2	0.94	0.94	0.96	0.41	16	0.0050	0.013	0.40
C3	0.94	0.94	0.96	0.42	17	0.0048	0.013	0.41
C4	0.94	0.94	0.96	0.41	16	0.0050	0.012	0.41
C5	0.94	0.94	0.96	0.41	16	0.0050	0.012	0.41
C6	0.94	0.94	0.96	0.41	16	0.0050	0.012	0.40
D1	0.94	0.94	0.96	0.41	16	0.0050	0.013	0.41
D2	0.94	0.94	0.96	0.42	17	0.0048	0.012	0.41
D3	0.94	0.94	0.96	0.42	16	0.0050	0.013	0.41
D4	0.94	0.94	0.96	0.42	17	0.0049	0.013	0.41
D5	0.94	0.94	0.96	0.42	17	0.0049	0.013	0.41
D6	0.94	0.94	0.96	0.42	16	0.0050	0.012	0.41

Item statistics

	n	raw.r	std.r	r.cor	r.drop	mean	sd
A1	280	0.59	0.60	0.58	0.55	4.3	0.87
A2	280	0.50	0.51	0.48	0.46	4.4	0.69
A3	280	0.71	0.72	0.71	0.68	4.3	0.74
A4	280	0.62	0.63	0.62	0.58	4.3	0.73
A5	280	0.63	0.64	0.64	0.59	4.2	0.78
A6	280	0.58	0.59	0.57	0.54	4.5	0.74
B1	280	0.71	0.71	0.70	0.67	4.2	0.84
B2	280	0.58	0.58	0.56	0.53	4.0	0.87
B3	280	0.59	0.59	0.57	0.55	4.5	0.64
B4	280	0.66	0.66	0.65	0.62	4.3	0.75
B5	280	0.63	0.62	0.60	0.58	4.1	0.92
B6	280	0.57	0.57	0.55	0.53	4.3	0.81
C1	280	0.74	0.73	0.73	0.71	4.0	0.97
C2	280	0.78	0.78	0.77	0.76	4.1	0.81
C3	280	0.63	0.62	0.61	0.58	4.1	0.90
C4	280	0.74	0.74	0.73	0.71	4.2	0.78
C5	280	0.76	0.76	0.75	0.73	4.0	0.78
C6	280	0.79	0.79	0.78	0.76	4.2	0.83
D1	280	0.74	0.74	0.73	0.71	4.0	0.90
D2	280	0.61	0.61	0.60	0.57	4.2	0.79
D3	280	0.73	0.73	0.72	0.70	4.1	0.91

D4	280	0.68	0.68	0.67	0.65	4.3	0.68
D5	280	0.67	0.67	0.66	0.63	3.9	0.93
D6	280	0.72	0.72	0.71	0.69	4.0	0.91

c. Skala *Conscientiousness*

Rscript

```
> ##Reliability
> Total.reliability<-(data)
> alpha(data)
```

Rconsole

```
> ##Reliability
> Total.reliability<-(data)
> alpha(data, check.keys=TRUE)

Reliability analysis
Call: alpha(x = data, check.keys = TRUE)
```

raw_alpha	std.alpha	G6(smc)	average_r	S/N	ase	mean	sd	median_r
0.87	0.87	0.88	0.41	7	0.012	3.8	0.65	0.41

95% confidence boundaries

	lower	alpha	upper
Feldt	0.84	0.87	0.89
Duhachek	0.84	0.87	0.89

Reliability if an item is dropped:

	raw_alpha	std.alpha	G6(smc)	average_r	S/N	alpha se	var.r	med.r
C1	0.85	0.86	0.87	0.40	6.1	0.013	0.0136	0.41
C2	0.86	0.87	0.87	0.42	6.4	0.013	0.0119	0.42
C3	0.86	0.87	0.88	0.43	6.7	0.013	0.0126	0.43
C4	0.85	0.86	0.86	0.41	6.1	0.014	0.0118	0.41
C5	0.87	0.87	0.88	0.43	6.9	0.012	0.0101	0.42
C6	0.86	0.87	0.87	0.42	6.4	0.013	0.0123	0.42
C7	0.86	0.86	0.87	0.42	6.4	0.013	0.0127	0.42
C8	0.85	0.86	0.86	0.40	6.0	0.014	0.0115	0.41
C9	0.85	0.86	0.86	0.40	6.1	0.013	0.0107	0.41
C10	0.84	0.85	0.86	0.39	5.7	0.014	0.0098	0.39

Item statistics

	n	raw.r	std.r	r.cor	r.drop	mean	sd
C1	280	0.70	0.73	0.69	0.64	4.0	0.78
C2	280	0.69	0.65	0.61	0.57	3.6	1.25
C3	280	0.58	0.61	0.54	0.49	3.9	0.82
C4	280	0.72	0.71	0.68	0.64	4.1	0.96
C5	280	0.57	0.57	0.50	0.45	3.3	1.05
C6	280	0.68	0.65	0.60	0.57	3.3	1.17
C7	280	0.64	0.66	0.61	0.55	4.0	0.88
C8	280	0.74	0.74	0.71	0.66	4.0	0.94
C9	280	0.70	0.72	0.70	0.62	3.8	0.92
C10	280	0.79	0.81	0.80	0.74	3.9	0.80

Lampiran 4: Uji Deskriptif

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Perempuan	197	70,4	70,4	70,4
	Laki-laki	83	29,6	29,6	100,0
	Total	280	100,0	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 tahun	18	6,4	6,4	6,4
	21 tahun	138	49,3	49,3	55,7
	22 tahun	101	36,1	36,1	91,8
	23 tahun	12	4,3	4,3	96,1
	24 tahun	7	2,5	2,5	98,6
	25 tahun	4	1,4	1,4	100,0
	Total	280	100,0	100,0	

Perguruan_Tinggi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Universitas Negeri	136	48,6	48,6	48,6
	Universitas Swasta	55	19,6	19,6	68,2
	Politeknik Negeri	77	27,5	27,5	95,7
	Politeknik Swasta	12	4,3	4,3	100,0
	Total	280	100,0	100,0	

Tempat_Magang

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kesehatan	33	11,8	11,8	11,8
	Instansi Pemerintahan	77	27,5	27,5	39,3
	Perdagangan & Industri	42	15,0	15,0	54,3
	Jasa	54	19,3	19,3	73,6
	Pendidikan	19	6,8	6,8	80,4
	Pertambangan	10	3,6	3,6	83,9
	Keuangan	13	4,6	4,6	88,6
	Transportasi	28	10,0	10,0	98,6
	Pariwisata	4	1,4	1,4	100,0
	Total	280	100,0	100,0	

Durasi_Magang

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 bulan	158	56,4	56,4	56,4
	3-6 bulan	108	38,6	38,6	95,0
	7-10 bulan	3	1,1	1,1	96,1
	> 10 bulan	11	3,9	3,9	100,0
	Total	280	100,0	100,0	

Kategori CA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	21	7,5	7,5	7,5
	Rendah	62	22,1	22,1	29,6
	Sedang	108	38,6	38,6	68,2
	Tinggi	62	22,1	22,1	90,4
	Sangat Tinggi	27	9,6	9,6	100,0
	Total	280	100,0	100,0	

Kategori IE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	17	6,1	6,1	6,1
	Rendah	75	26,8	26,8	32,9
	Sedang	85	30,4	30,4	63,2
	Tinggi	94	33,6	33,6	96,8
	Sangat Tinggi	9	3,2	3,2	100,0
	Total	280	100,0	100,0	

Kategori C

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	14	5,0	5,0	5,0
	Rendah	80	28,6	28,6	33,6
	Sedang	110	39,3	39,3	72,9
	Tinggi	57	20,4	20,4	93,2
	Sangat Tinggi	19	6,8	6,8	100,0
	Total	280	100,0	100,0	

Jenis_Kelamin * KategoriCA Crosstabulation

			KategoriCA					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Jenis_Kelamin	Perempuan	Count	16	44	76	44	17	197
		% within Jenis_Kelamin	8,1%	22,3%	38,6%	22,3%	8,6%	100,0%
	Laki-laki	Count	5	18	32	18	10	83
		% within Jenis_Kelamin	6,0%	21,7%	38,6%	21,7%	12,0%	100,0%
Total		Count	21	62	108	62	27	280
		% within Jenis_Kelamin	7,5%	22,1%	38,6%	22,1%	9,6%	100,0%

Tempat_Magang * KategoriCA Crosstabulation

			KategoriCA					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Tempat_Magang	Kesehatan	Count	4	7	7	13	2	33
		% within Tempat_Magang	12,1%	21,2%	21,2%	39,4%	6,1%	100,0%
	Instansi Pemerintahan	Count	3	28	26	14	6	77
		% within Tempat_Magang	3,9%	36,4%	33,8%	18,2%	7,8%	100,0%
	Perdagangan & Industri	Count	2	6	16	9	9	42
		% within Tempat_Magang	4,8%	14,3%	38,1%	21,4%	21,4%	100,0%
	Jasa	Count	6	6	24	13	5	54
		% within Tempat_Magang	11,1%	11,1%	44,4%	24,1%	9,3%	100,0%
	Pendidikan	Count	2	6	9	1	1	19
		% within Tempat_Magang	10,5%	31,6%	47,4%	5,3%	5,3%	100,0%

	Pertambangan	Count	1	1	5	3	0	10
		% within Tempat_Magang	10,0%	10,0%	50,0%	30,0%	0,0%	100,0%
	Keuangan	Count	0	2	7	4	0	13
		% within Tempat_Magang	0,0%	15,4%	53,8%	30,8%	0,0%	100,0%
	Transportasi	Count	3	5	12	5	3	28
		% within Tempat_Magang	10,7%	17,9%	42,9%	17,9%	10,7%	100,0%
	Pariwisata	Count	0	1	2	0	1	4
		% within Tempat_Magang	0,0%	25,0%	50,0%	0,0%	25,0%	100,0%
Total		Count	21	62	108	62	27	280
		% within Tempat_Magang	7,5%	22,1%	38,6%	22,1%	9,6%	100,0%

Durasi_Magang * KategoriCA Crosstabulation

			KategoriCA					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Durasi_Magang	2 bulan	Count	12	33	57	38	18	158
		% within Durasi_Magang	7,6%	20,9%	36,1%	24,1%	11,4%	100,0%
	3-6 bulan	Count	9	26	47	19	7	108
		% within Durasi_Magang	8,3%	24,1%	43,5%	17,6%	6,5%	100,0%
	7-10 bulan	Count	0	1	0	0	2	3
		% within Durasi_Magang	0,0%	33,3%	0,0%	0,0%	66,7%	100,0%
	> 10 bulan	Count	0	2	4	5	0	11
		% within Durasi_Magang	0,0%	18,2%	36,4%	45,5%	0,0%	100,0%
Total		Count	21	62	108	62	27	280
		% within Durasi_Magang	7,5%	22,1%	38,6%	22,1%	9,6%	100,0%

Jenis_Kelamin * KategoriIE Crosstabulation

			KategoriIE					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Jenis_Kelamin	Perempuan	Count	12	56	57	66	6	197
		% within Jenis_Kelamin	6,1%	28,4%	28,9%	33,5%	3,0%	100,0%
	Laki-laki	Count	5	19	28	28	3	83
		% within Jenis_Kelamin	6,0%	22,9%	33,7%	33,7%	3,6%	100,0%
Total		Count	17	75	85	94	9	280
		% within Jenis_Kelamin	6,1%	26,8%	30,4%	33,6%	3,2%	100,0%

Tempat_Magang * KategoriIE Crosstabulation

			KategoriIE					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Tempat_Magang	Kesehatan	Count	2	13	4	13	1	33
		% within Tempat_Magang	6,1%	39,4%	12,1%	39,4%	3,0%	100,0%
	Instansi Pemerintahan	Count	6	20	32	17	2	77
		% within Tempat_Magang	7,8%	26,0%	41,6%	22,1%	2,6%	100,0%
	Perdagangan & Industri	Count	0	11	9	19	3	42
		% within Tempat_Magang	0,0%	26,2%	21,4%	45,2%	7,1%	100,0%
	Jasa	Count	5	16	14	17	2	54
		% within Tempat_Magang	9,3%	29,6%	25,9%	31,5%	3,7%	100,0%
	Pendidikan	Count	1	5	8	5	0	19
		% within Tempat_Magang	5,3%	26,3%	42,1%	26,3%	0,0%	100,0%

	Pertambangan	Count	1	2	3	4	0	10
		% within Tempat_Magang	10,0%	20,0%	30,0%	40,0%	0,0%	100,0%
	Keuangan	Count	0	1	4	8	0	13
		% within Tempat_Magang	0,0%	7,7%	30,8%	61,5%	0,0%	100,0%
	Transportasi	Count	1	6	10	11	0	28
		% within Tempat_Magang	3,6%	21,4%	35,7%	39,3%	0,0%	100,0%
	Pariwisata	Count	1	1	1	0	1	4
		% within Tempat_Magang	25,0%	25,0%	25,0%	0,0%	25,0%	100,0%
Total		Count	17	75	85	94	9	280
		% within Tempat_Magang	6,1%	26,8%	30,4%	33,6%	3,2%	100,0%

Durasi_Magang * KategoriIE Crosstabulation

			KategoriIE					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Durasi_Magang	2 bulan	Count	9	49	44	49	7	158
		% within Durasi_Magang	5,7%	31,0%	27,8%	31,0%	4,4%	100,0%
	3-6 bulan	Count	8	23	37	38	2	108
		% within Durasi_Magang	7,4%	21,3%	34,3%	35,2%	1,9%	100,0%
	7-10 bulan	Count	0	1	1	1	0	3
		% within Durasi_Magang	0,0%	33,3%	33,3%	33,3%	0,0%	100,0%
	> 10 bulan	Count	0	2	3	6	0	11
		% within Durasi_Magang	0,0%	18,2%	27,3%	54,5%	0,0%	100,0%
Total		Count	17	75	85	94	9	280
		% within Durasi_Magang	6,1%	26,8%	30,4%	33,6%	3,2%	100,0%

Jenis_Kelamin * KategoriC Crosstabulation

			KategoriC					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Jenis_Kelamin	Perempuan	Count	11	58	81	39	8	197
		% within Jenis_Kelamin	5,6%	29,4%	41,1%	19,8%	4,1%	100,0%
	Laki-laki	Count	3	22	29	18	11	83
		% within Jenis_Kelamin	3,6%	26,5%	34,9%	21,7%	13,3%	100,0%
Total		Count	14	80	110	57	19	280
		% within Jenis_Kelamin	5,0%	28,6%	39,3%	20,4%	6,8%	100,0%

Tempat_Magang * KategoriC Crosstabulation

			KategoriC					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Tempat_Magang	Kesehatan	Count	1	5	16	7	4	33
		% within Tempat_Magang	3,0%	15,2%	48,5%	21,2%	12,1%	100,0%
	Instansi Pemerintahan	Count	7	19	30	13	8	77
		% within Tempat_Magang	9,1%	24,7%	39,0%	16,9%	10,4%	100,0%
	Perdagangan & Industri	Count	1	12	20	8	1	42
		% within Tempat_Magang	2,4%	28,6%	47,6%	19,0%	2,4%	100,0%
	Jasa	Count	4	21	16	11	2	54
		% within Tempat_Magang	7,4%	38,9%	29,6%	20,4%	3,7%	100,0%
	Pendidikan	Count	0	10	6	2	1	19
		% within Tempat_Magang	0,0%	52,6%	31,6%	10,5%	5,3%	100,0%

	Pertambangan	Count	0	2	4	4	0	10
		% within Tempat_Magang	0,0%	20,0%	40,0%	40,0%	0,0%	100,0%
	Keuangan	Count	1	2	7	3	0	13
		% within Tempat_Magang	7,7%	15,4%	53,8%	23,1%	0,0%	100,0%
	Transportasi	Count	0	8	9	8	3	28
		% within Tempat_Magang	0,0%	28,6%	32,1%	28,6%	10,7%	100,0%
	Pariwisata	Count	0	1	2	1	0	4
		% within Tempat_Magang	0,0%	25,0%	50,0%	25,0%	0,0%	100,0%
Total		Count	14	80	110	57	19	280
		% within Tempat_Magang	5,0%	28,6%	39,3%	20,4%	6,8%	100,0%

Durasi_Magang * KategoriC Crosstabulation

			KategoriC					
			Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Durasi_Magang	2 bulan	Count	10	50	64	25	9	158
		% within Durasi_Magang	6,3%	31,6%	40,5%	15,8%	5,7%	100,0%
	3-6 bulan	Count	4	28	40	28	8	108
		% within Durasi_Magang	3,7%	25,9%	37,0%	25,9%	7,4%	100,0%
	7-10 bulan	Count	0	1	2	0	0	3
		% within Durasi_Magang	0,0%	33,3%	66,7%	0,0%	0,0%	100,0%
	> 10 bulan	Count	0	1	4	4	2	11
		% within Durasi_Magang	0,0%	9,1%	36,4%	36,4%	18,2%	100,0%
Total		Count	14	80	110	57	19	280
		% within Durasi_Magang	5,0%	28,6%	39,3%	20,4%	6,8%	100,0%

Lampiran 5: Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		280
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	11,15781309
Most Extreme Differences	Absolute	,038
	Positive	,033
	Negative	-,038
Test Statistic		,038
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampiran 5: Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CA_total * IE_total	Between Groups	(Combined)	21536,958	50	430,739	3,773	,000
		Linearity	12632,371	1	12632,371	110,645	,000
		Deviation from Linearity	8904,587	49	181,726	1,592	,053
	Within Groups		26145,038	229	114,170		
	Total		47681,996	279			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CA_total * C_total	Between Groups	(Combined)	6936,026	16	433,502	2,798	,000
		Linearity	3242,301	1	3242,301	20,928	,000
		Deviation from Linearity	3693,724	15	246,248	1,589	,076
	Within Groups		40745,971	263	154,928		
	Total		47681,996	279			

Lampiran 6: Uji Multikoleniaritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	42,084	7,268		5,790	,000		
	IE_total	,479	,054	,483	8,797	,000	,871	1,148
	C_total	,357	,225	,087	1,585	,114	,871	1,148

a. Dependent Variable: CA_total

Lampiran 6: Uji Heteroskedasitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10,153	4,615		2,200	,029		
	IE_total	-,014	,035	-,027	-,417	,677	,871	1,148
	C_total	-,004	,143	-,002	-,029	,977	,871	1,148

a. Dependent Variable: Abs_RES

Lampiran 7: Uji Hipotesis

a. Hipotesis 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,515[a]	,265	,262	11,228

a. Predictors: (Constant), IE_total

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12632,371	1	12632,371	100,195	,000[b]
	Residual	35049,625	278	126,078		
	Total	47681,996	279			

a. Dependent Variable: CA_total

b. Predictors: (Constant), IE_total

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	50,388	5,051		9,975	,000
	IE_total	,510	,051	,515	10,010	,000

a. Dependent Variable: CA_total

b. Hipotesis 2

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version 4.2 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2022). www.guilford.com/p/hayes3

**************************************************************************
Model  : 1
    Y  : CA_total
    X  : IE_total
    W  : C_total

Sample
Size:  280

**************************************************************
OUTCOME VARIABLE:
 CA_total

Model Summary
R       R-sq        MSE          F        df1        df2          p
.5211   .2716   125.8447    34.2985     3.0000   276.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant   100.5342      .7278   138.1423      .0000    99.1016   101.9669
IE_total      .4782      .0546     8.7539      .0000      .3707      .5858
C_total       .3579      .2259     1.5846      .0142     -.0867      .8025
Int_1        -.0020      .0188     -.1083      .9138     -.0390      .0350

Product terms key:
 Int_1    :        IE_total x        C_total

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0000      .0117     1.0000   276.0000      .9138
----------
    Focal predict: IE_total (X)
          Mod var: C_total  (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/
   IE_total   C_total    CA_total   .
BEGIN DATA.
   -13.2041    -3.1876    92.9933
      .0000    -3.1876    99.3935
    13.2041    -3.1876   105.7936
   -13.2041      .0000    94.2198
      .0000      .0000   100.5342
    13.2041      .0000   106.8487
   -13.2041     3.1876    95.4462
```

```
      .0000     3.1876   101.6750
    13.2041     3.1876   107.9038
END DATA.
GRAPH/SCATTERPLOT=
 IE_total WITH     CA_total BY       C_total  .

************************ ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

NOTE: The following variables were mean centered prior to analysis:
          C_total  IE_total

------ END MATRIX -----
```