

The Influence Of Self-Reflection, Certified Independent Study Internship Experience (MSIB), And Self-Efficacy On The Work Readiness Of Riau University Students

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Abstract

The Ministry of Education, Culture, Research, and Technology and the University of Riau provide a number of excellent programs, including the certified independent study internship program (MSIB), to students in an effort to meet one of the government's objectives, which is to increase the competency of superior human resources. This study aims to determine the effects of self-reflection, certified independent study internship experience (MSIB), and self-efficacy on the work preparedness of Riau University students. The study's participants were those who took part in MSIB batch 6 activities. The complete research sample consisted of the 122 responders from batch 6 using the Purposive Sampling approach. The results of the study show that self-efficacy, self-reflection, and the MSIB internship experience all have an impact on the work readiness of Riau University students. Additionally, self-efficacy, self-reflection, and the MSIB internship experience all have an impact on self-efficacy.

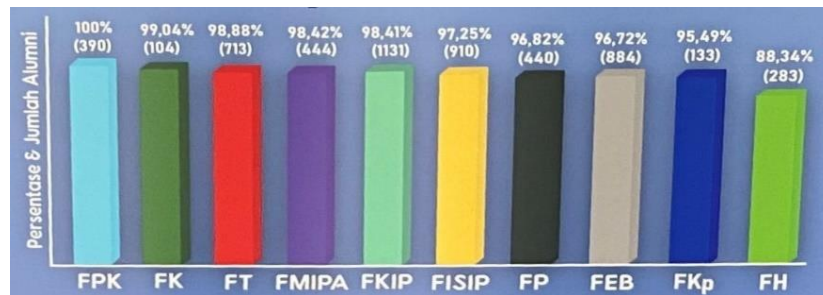
Keywords: Self-Reflection, Certified Independent Study Internship Experience (MSIB), Self-Efficacy, and Work Readiness.

INTRODUCTION

For students, entering the workforce is a significant shift. In a time of globalization, where competition is fierce and change happens quickly, graduates must be prepared for the workforce in order to compete for and land employment in their disciplines or that align with their interests and qualifications. As a result, training organizations and educational institutions need to be able to produce workforce-ready human resources. The ability of pupils to confront the working world with their current competencies is known as work ready (Ulfa, 2019) According to (Listria, 2022), the internal factors that influence students' work readiness include physical and mental maturity, pressure on creativity, interests, talents, intelligence, independence, academic ability and motivation.

Work readiness creates an independent and innovative society for creative development and is able to become an independent generation. Especially in obtaining adequate resources to improve the social welfare of the community and social justice. So that self-confidence and pride in oneself arise for their assistance or participation in the process of making positive changes. Work readiness is also the main key for students to achieve success in their careers. The gap between the world of work and higher education is still a persistent problem in Indonesia. This is demonstrated by the high percentage of educated unemployed people and the enormous number of college graduates who are not prepared for the workforce. Thus, the data diagram of student work readiness from all faculties at the University of Riau can be seen as follows:

Figure 1. Response Rate Faculty University of Riau



Source: Tracer Study 2024 University of Riau.

Based on Figure 1. it explains that the response rate from all faculties at the University of Riau shows a fairly perfect number, with the faculty response rate on the Tracer Study at the University of Riau, it can help the University of Riau see its alumni who have worked, are looking for work, or who have not been able to work. It is also clearly seen that many of the alumni from the University of Riau who have found work after completing their studies at the University of Riau, not only work or get jobs in the province of Riau but also spread throughout Indonesia.

Table 1. University of Riau Alumni Status Data

No	Student Status	Years		
		2021	2022	2023
1	Working	2706	2634	3094
2	Not yet able to work	136	91	406
3	Continuing studies	148	172	406
4	Not working but looking for work	172	1223	1395
5	Self-employed	283	402	225

Source: Tracer Study 2025 University of Riau.

Based on Table 1, it explains that the increase in work readiness of Riau University students is increasing, as evidenced by the data above, students or alumni who have worked in 2021 are 2706 and in 2023 there will be an increase of 3094 more than half a percent of all Riau University alumni spread across Indonesia. Not yet able to work in 2021 as many as 136 and in 2023 it will reach 406, continuing studies in 2021 as many as 148 and in 2023 there will be an increase of 406 students or alumni. Not working but looking for work in 2021 as many as 172 and in 2023 as many as 1395, in this section it can be seen as the second highest number after data on students who get jobs, lack of career support or career maturity in students can cause this to happen. As well as entrepreneurs in 2021 as many as 283 and in 2023 as many as 225 students or alumni of the University of Riau.

All employees who work for an organization to achieve its objectives are considered human resources (HR). Human Resources are a central and very important factor in an organization. In general, the definition of human resources is an individual who works as a driver of an organization, both institutions and companies and functions as an asset that must be trained and developed. For this reason, it is in line with the goals of sustainable development (Sustainable Development Goals/SDGs) in Indonesia. Furthermore, efforts to create superior and quality HR can be started from the tertiary level.

Certified Independent Study Internship (MSIB) is a popular program among students. Unlike independent internships, certified internships can provide various benefits and more structured recognition. Doing a Certified Independent Study Internship (MSIB) might be a smart

move for students who wish to learn more about the working world and get ready for their future jobs. More than just meeting academic requirements, Certified Internships open the door to various valuable benefits. Therefore, currently many universities in Indonesia invite their students to be more active in participating in Certified Independent Study Internship (MSIB) activities. Based on official data on the Kampus Merdeka 2024 page (Kurniawati, 2017), a number of data can be obtained from students in Indonesia who participated in Certified Independent Study Internship (MSIB) activities. Which, as shown in the accompanying table, saw a notable growth in each batch:

Table 2. Data on the Number of Increased Interest in MSIB Internships Among Students in Universities throughout Indonesia in 2021-2024

No	Years	Batch	Number of Students Attending MSIB	Percentage of MSIB Students On Year	Universities Attending MSIB	Number of Partners in MSIB
1	(2021)	1	12.837 Student	24%	543 PT	121 Partner
2	(2022)	2	24.873 Student	39%	638 PT	152 Partner
3	(2022)	3	27.977 Student	43%	645 PT	219 Partner
4	(2023)	4	31.368 Student	45%	700 PT	187 Partner
5	(2023)	5	36.719 Student	46%	800 PT	222 Partner
6	(2024)	6	47.984 Student	69%	700 PT	276 Partner

Source: Certified Internship Data Ministry of Education Culture Research and Technology

Based on Table 2, it explains that there is a significant increase in MSIB program activities, in batch (season) 1 students who are interested in participating in this MSIB activity are only 24% of all Merdeka Campus universities in Indonesia, then there is an increase of up to 39% in batch 2, and in batch 6 there is a fairly drastic increase, reaching 69%. Thus, it proves that students currently have a fairly high desire for MSIB Merdeka Campus activities, one of which is Certified Internships. By participating in this certified internship activity, students are expected to have a fairly broad internship experience in facing work readiness after graduating from college.

The competition in the world of work in the 21st century is getting tighter. Every company wants to be the best compared to other companies as competitors. This situation requires every company to obtain or recruit human resources who have the knowledge, skills, and abilities that can guarantee maximum work results. It can be said that quality and competent human resources (HR) are very much needed in the world of work. The HR in question is the result of various quality education and training activities. HR is required to be more creative, innovative, have experience in their fields, be sensitive to the surrounding environment and be able to find work that matches their expertise and experience in their fields. Self-efficacy has an impact on students' preparation for the workforce in addition to internship experience. Self-efficacy is the belief in one's own ability to exert control over a situation and achieve favorable results. Here, self-efficacy entails having faith in one's own capacity to control current circumstances and produce positive outcomes (Damayantie and Kustini, 2022).

Figure 2. Status of Riau University Alumni



Source: Tracer Study 2025 University of Riau.

Based on Figure 2, it explains that the increase in work readiness of Riau University students is increasing, as evidenced by the diagram data of students or alumni who have worked reaching 62.04% more than half of all Riau University alumni spread across Indonesia, self-employed 6.70%, continuing studies 6.07%, those who are not working or are looking for work 20.52%, and only 4.65% are not yet able to work. The results of the diagram data above are the percentage of students graduating from 2020 to 2022, within three years it can be seen that students or alumni who have found work have reached a maximum or more than half of the alumni from 2020 to 2022. Tracer Study data can be processed when $h + 1$ year from the graduation of Riau University students. So that alumni graduating in 2020 will be perfectly recorded at the end of the month of 2021, and so on.

RESEARCH METHODS

The study's population consisted of 176 registered students from the University of Riau's 2019–2020–2021 classes who had participated in MSIB Batch 6 activities at a partner company affiliated with the Merdeka Belajar Kampus Medeka (MBKM) program of the Ministry of Education, Culture, Research, and Technology. The methodology used in this study was the Purposive Sampling Method. Purposeful sampling is one technique for choosing samples according to particular standards Sugiyono (2020). Purposive sampling is employed since not every sample satisfies the requirements for the phenomenon being studied. Consequently, the author chose to utilize the purposive sampling technique, which lays forth particular conditions or criteria that the samples employed in this study must meet.

This study employed quantitative data as its data type. According to Sugiyono (2018), quantitative data is a positivistic (concrete data) research method that uses numerical data connected to the subject under study to draw conclusions. Statistics will be used as a calculation test tool. A questionnaire, according to Sugiyono (2018) is a method of gathering data in which participants are given a set of written statements to complete. Because of this, throughout the data collecting phase, researchers will give questionnaires to the general public and chosen samples so they can respond to a number of questions on the variables under study.

The researcher created the questionnaire herself, following the standards for indicators based on experts' operational definitions of variables. A Likert scale, which is a technique used to measure an individual's or a group's attitudes, perspectives, and perceptions on a social phenomenon, is used by researchers to quantify it (Sugiyono (2018). Both primary and secondary data from pertinent publications and journals were used in this investigation. Primary

data was directly gathered at the study location. Validity and reliability testing were performed on the instruments prior to data analysis. Among the data analysis methods used in this study using SPSS are multiple linear regression analysis, t-tests, f-tests, coefficient of determination tests, and conventional assumption tests.

RESULT AND DISCUSSION

A. Validity and Reliability Test

Prior to conducting actual research, validity testing is done by evaluating study data. This validity test's objective is to evaluate the research questionnaire indicators' dependability. The loading factor value is used to evaluate the study's validity. Ghozali (2018), states that the loading factor value needs to be higher than 0.50. It can be considered valid if the loading factor value is higher than 0.50. By utilizing the SPSS tool, which displays the corrected item-total value, it is possible to test the magnitude that reflects the degree of validity of an instrument. The following table displays the results of the validity test that was conducted on 30 respondents:

Table 3. Validity Test Results

No	Variable	Question Item	Correction item-total	Loading Factor	Description
1	Work Readiness (Y)	Q1	0,753	0,50	Valid
2		Q2	0,709	0,50	Valid
3		Q3	0,746	0,50	Valid
4		Q4	0,766	0,50	Valid
No	Variable	Question Item	R count	R table	Description
1	Self Reflection (X1)	Q1	0,717	0,50	Valid
2		Q2	0,661	0,50	Valid
3		Q3	0,678	0,50	Valid
4		Q4	0,660	0,50	Valid
No	Variable	Question Item	R count	R table	Description
1	Certified Independent Study Internship Experience (MSIB) (X2)	Q1	0,706	0,50	Valid
2		Q2	0,686	0,50	Valid
3		Q3	0,675	0,50	Valid
4		Q4	0,676	0,50	Valid
No	Variable	Question Item	R count	R table	Description
1	Self – Efficacy (X3)	Q1	0,892	0,50	Valid
2		Q2	0,878	0,50	Valid
3		Q3	0,768	0,50	Valid

Source: Output SPSS, 2025

According to Table 3, every statement item in the following variables: work readiness, self reflection, certified independent study internship experience (MSIB), and self- efficacy is considered legitimate. These variables have loading factors greater than 0.50.

However, based on the dependability criterion, the instrument is good and can be trusted to be used as a data collection tool. Consistent characteristics that enable the Cronbach's alpha model to calculate the reliability coefficient value are what are referred to as reliability. When a variable's Cronbach's alpha is above 0.60, it is deemed reliable.

Table 4. Reliability Test Results

Variables	CA	Critical Value	Description
Self Reflection (X ₁)	0,770	0.60	Reliabel
Certified Independent Study Internship Experience (MSIB) (X ₂)	0,708	0.60	Reliabel
Self- Efficacy (X ₃)	0,845	0.60	Reliabel
Work Readiness (Y)	0,731	0.60	Reliabel

Source: Output SPSS, 2025

The reliability and appropriateness of the questionnaire for use in research are demonstrated by the Cronbach alpha values of more than 0.60 for the work readiness, self reflection, certified independent study internship experience (MSIB), and self- efficacy variables in Table 4.

B. Data Normality Test

The one-sample Kolmogorov-Smirnov (K-S) test was employed to check for data normality. Normalcy is established using the Kolmogorov-Sirminov test since it is straightforward and volatile-free. According to Ghozali (2016), if the Asymp. Sig. (2-tailed) value is higher than 0.05, the data is said to be regularly distributed. However, if the 2-tailed Asymp. Sig. value is less than 0.05, the data is not normally distributed.

Tabel 5. K-S Normality Test Results

Variable	N	Mean	Std. Deviation	K-S Statistic	Sig. (2-tailed)
Self-Reflection (X1)	122	16.26	3.437	0.079	0.059
Certified Independent Study Internship (X2)	122	15.28	3.736	0.079	0.058
Self-Efficacy (X3)	122	8.21	2.994	0.079	0.062
Work Readiness (Y)	122	15.49	3.278	0.079	0.057

Source: Output SPSS, 2025

The Asymp. Sig (2-tailed) of all variable data is based on Table 5 above. If the Komogorov-Smirnov test is used to test for normality, the results show that the data in this study is normally distributed. The Asymp. Sig. (2-tailed) value of the Work Readiness variable (Y) is $0.057 > 0.05$, the Self-Reflection variable (X1) is $0.059 > 0.05$, the Certified Independent Study Internship Experience (MSIB) variable (X2) is $0.058 > 0.05$, and the Self-Efficacy variable (X3) is $0.62 > 0.05$. The findings of the Asymp sig value of $0.200 > 0.05$ are shown in Table 7. As a result, the data can be thought of as consistently dispersed.

C. Multicollinearity Test

Tabel 6. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	Self-Reflection	.922	1.085
	Certified Independent Study Internship Experience (MSIB)	.914	1.095
	Self – Efficacy	.986	1.014

Source: Output SPSS, 2025

Self-Efficacy has a VIF of 1.014 and a tolerance of 0.986, the Certified Independent Study Internship Experience (MSIB) variable has a VIF of 1.095 and a tolerance of 0.914, and the Self-Reflection variable has a VIF of 1.085 and a tolerance of 0.922, as shown in Table 6 above. The total tolerance value is more than 0.01 and the VIF value is less than 10 across all of these

variables. Consequently, it can be concluded that multicollinearity is absent from the regression equation utilized in this investigation.

D. Heteroscedasticity Test

Data that is homoscedastic or does not exhibit heteroscedasticity makes for an excellent regression model. Conversely, heteroscedasticity is defined as a residual variance in the regression model that varies across all observations Purnomo et al., 2016). The Heteroscedasticity test is carried out using a scatterplot test utilizing statistical testing SPSS version 24 by regressing the absolute value of the residual obtained from the regression model as a dependent variable against all independent variables in the regression model.

Figure 3. Heteroscedasticity Test Results

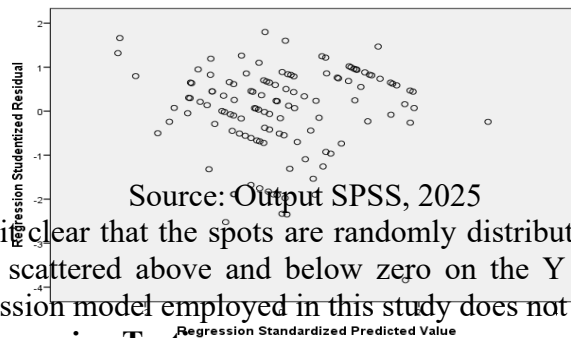


Figure 3 makes it clear that the spots are randomly distributed. They do not obviously form a pattern and are scattered above and below zero on the Y axis. Therefore, it can be concluded that the regression model employed in this study does not exhibit heteroscedasticity.

E. Multiple Linear Regression Testing

Table 7. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.860	1.621		5.467	.000
Self Reflection (X1)	.390	.079	.404	4.936	.000
Certified Independent Study Internship Experience (MSIB) (X2)	.138	.069	.163	1.994	.048
Self- Efficacy (X3)	.229	.088	.207	2.615	.010

Source: Output SPSS, 2025

Table 7 illustrates how the result of the multiple linear regression model model yielded the coefficient value of the linear regression equation as follows:

$$Y = a + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$$

$$Y = 8.860 + 0.390 X_1 + 0.138 X_2 + 0.229 X_3 + e$$

1. 8.860 is the constant value (a). This demonstrates that work readiness will be valued 8.860 if the values of self-efficacy, certified independent study internship experience (MSIB), and self-reflection are taken to be zero (0).
2. The self-reflection variable has a regression coefficient value of 0.390, which indicates that, assuming all other factors stay constant, an increase of 1 unit in self-reflection will result in a 0.390 rise in work readiness.
3. The certified independent study internship experience (MSIB) variable has a regression coefficient value of 0.138, which indicates that, assuming all other factors stay the same, an increase of 1 unit in MSIB will result in a 0.138 increase in work readiness.

4. The self-efficacy variable has a regression coefficient value of 0.229, which indicates that, assuming all other factors stay constant, every unit increase in self-efficacy will result in a 0.229 rise in work readiness.
5. The standard error has a representative probability distribution and is a random variable. Every element that affects Y but isn't taken into account in the formula. Assuming that the residual value is linearly or normally distributed, the t-test and f-test are used to assess if a data distribution is normal.

F. Test t

Table 8. Test t Results

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.860	1.621		5.467	.000
Self Reflection (X1)	.390	.079	.404	4.936	.000
Certified Independent Study Internship Experience (MSIB) (X2)	.138	.069	.163	1.994	.048
Self- Efficacy (X3)	.229	.088	.207	2.615	.010

Source: Output SPSS, 2025

Table 8 presents a t-test result with degrees of freedom ($df_2 = n - k - 1 = 122 - 4 - 1 = 117$), where N is the number of samples and K is the number of independent variables. The calculated t value for the Self-Reflection (X1) is 4.936, and the t table is presented at a 95% confidence level (significance of 5% or 0.05). The significance value is 0.00 ($sig < 0.05$), and the computed t value is $4.936 > t_{table} = 1.980$. Since the aforementioned study found that self-reflection considerably increases the job preparedness of Riau University students, the null hypothesis (H_0) has been rejected and the hypothesis (H_a) accepted, this hypothesis has been empirically evaluated.

The calculated t value and t table for the Certified Independent Study Internship Experience (MSIB) variable (X2) are 1.994 and 1.980, respectively. This indicates that the significance value is 0.48 ($sig < 0.05$) and the t count is higher than the t table, which is 1.980. Since the aforementioned analysis shows that the Certified Independent Study Internship Experience (MSIB) significantly improves Riau University students' preparation for the workforce, rejecting the null hypothesis (H_0) and accepting the hypothesis (H_a), this hypothesis has been empirically tested.

Meanwhile, $t_{count} = 2.615 > t_{table} = 1.980$, with a significance value of 0.10 ($sig < 0.05$), for the Self-Efficacy variable (X3), which has a t count value of 2.615 and a t table value of 1.980. Since the aforementioned analysis shows that the Certified Independent Study Internship Experience (MSIB) significantly improves Riau University students' preparation for the workforce, rejecting the null hypothesis (H_0) and accepting the hypothesis (H_a), this hypothesis has been empirically tested. empirically.

G. Test F**Table 9. Test F Results**

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	353.708	3	117.903	14.258	.000 ^b
	Residual	975.800	118	8.269		
	Total	1329.508	121			

a. Dependent Variable: Work Readiness (Y)

b. Predictors: (Constant): Self- Efficacy (X3), Self Reflection (X1), Certified Independent Study Internship Experience (MSIB)-(X2)

Source: Output SPSS, 2025

Based on Table 9, it is known that the calculated F is 14.258 with a significance of 0.000.

The F table can be obtained as follows:

$$F \text{ table} = n - k - 1; k$$

$$= 122 - 4 - 1; 4$$

$$= 117; 4$$

$$= 2.45$$

As a result, the computed F (14.258) > F table (2.45) with Sig. (0.000) < 0.05 is seen. It can be concluded that Self-Efficacy (X3), Certified Independent Study Internship Experience (MSIB) (X2), and Self-Reflection (X1) collectively have a positive and significant impact on the work readiness of Riau University students because the probability of significance is significantly less than 0.05.

H. Coefficient of Determination Test**Table 10. Coefficient of Determination Test Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.516 ^a	.266	.247	2.876

a. Predictors: (Constant), Self- Efficacy (X3), Work Readiness (X1), Certified Independent Study Internship Experience (X2)

b. Dependent Variable: Work Readiness (Y)

Source: Output SPSS, 2025

The coefficient of determination (R Square), as shown in Table 10 above, is 0.247, or 24.7%. This demonstrates the model's 24.7% predictive power for the impact of self-efficacy, certified independent study internship experience (MSIB), and self-reflection on Riau University students' work readiness. Therefore, factors not included in our regression model have an impact on the remaining 75.3% of work readiness.

CONCLUSION

The purpose of this study was to determine how the factors of self-efficacy, certified independent study internship experience (MSIB), and self-reflection affected the work readiness of students at Riau University. The following conclusions can be made in light of the findings, data analysis, and discussion presented in Chapter 5. The relationship between the Self-Reflection variable (X1) and Work Readiness (Y) demonstrates that Self-Reflection significantly and partially improves Riau University students' work readiness. University students' work readiness rises in proportion to how frequently they engage in self-reflection.

According to the relationship between the Certified Independent Study Internship Experience (MSIB) variable (X2) and Work Readiness (Y), Riau University students' work readiness is significantly and partially positively impacted by the MSIB. The more university students participate in internships and utilize their experiences—whether through independent or MSIB internships—the more prepared they are for the workforce. The relationship between the Self-Efficacy variable (X3) and Work Readiness (Y) demonstrates that Self-Efficacy significantly and partially positively affects Riau University students' work readiness. University students' work readiness rises in proportion to how frequently they practice self-efficacy.

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