

## **ABSTRACT**

*This study aims to analyze the direct effect of internship experience on work readiness, the effect of work motivation on work readiness, the effect of internship experience on work motivation, and the mediating role of work motivation in the relationship between internship experience and work readiness. This research was conducted among students from the 2022 cohort of the Faculty of Engineering at Diponegoro University.*

*This study employed a quantitative research approach. The data were collected from 200 respondents who were students from the 2022 cohort of the Faculty of Engineering at Diponegoro University through a questionnaire that had met the validity and reliability criteria. The data were analyzed using SmartPLS version 4.1.1.8 to examine the relationships among variables and to test the proposed hypotheses.*

*The results of the study indicate that internship experience has a positive and significant effect on work readiness. In addition, this study also finds that internship experience has a positive and significant influence on work motivation. The findings further reveal that work motivation has a positive and significant effect on work readiness. These results suggest that internship experience can enhance work readiness both directly and indirectly through higher levels of work motivation. This study is expected to contribute to the development of student internship programs as an effort to improve the work readiness of students at the Faculty of Engineering, Diponegoro University.*

*Keywords: Internship Experience, Work Readiness, Work Motivation*