

## Analysis of Factors Influencing Internship Participant Satisfaction at IP2SIP Mojosari BSIP East Java

**Mohammad Roikhul Fatahillah<sup>1\*</sup>, Septi Ambar Indraningtia Sukma<sup>2</sup>, Miftachul Chusna<sup>3</sup>**

<sup>1\*</sup>Agribusiness, KH. A. Wahab Hasbullah University

<sup>2</sup>Agribusiness, KH. A. Wahab Hasbullah University

<sup>3</sup>Agricultural Product Technology, KH. A. Wahab Hasbullah University

<sup>1</sup>Email: [mohammadroikhulfatahillah@gmail.com](mailto:mohammadroikhulfatahillah@gmail.com)

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### ABSTRACT

*This study examines key factors influencing the satisfaction of internship participants in the agricultural sector, specifically at the Agricultural Instrument Testing and Standard Application Installation (IP2SIP) in Mojosari, BSIP East Java. Internships play a crucial role in bridging academic knowledge with practical industry experience, yet systematic evaluations in agriculture remain scarce. This research aims to assess the impact of time management, work environment, and internship mentorship on intern satisfaction. Using a quantitative, descriptive-associative approach, data were collected from 30 participants through questionnaires, interviews, and observations. The findings indicate that a conducive work environment and effective mentorship significantly improve internship satisfaction, while time management has a comparatively smaller impact. These results highlight the importance of enhancing workplace conditions and mentorship programs to optimize the benefits of internships in the agricultural sector.*

**Keywords:** *Internship Satisfaction, Time Management, Work Environment, Internship Mentorship*

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### INTRODUCTION

Higher education plays a crucial role in equipping graduates with both theoretical knowledge and practical skills to prepare them for the workforce. According to Nghia & Duyen (2019), the increasing demands of industry have encouraged universities to provide hands-on experience through internship programs, bridging academic theories with professional practice while fostering technical and interpersonal skill development.

As part of the Merdeka Belajar-Kampus Merdeka policy, internships focus on industry experience to enhance students' work readiness. The Ministry of Education, Culture, Research, and Technology (2024) reported that 404,155 students have participated in internship programs under the guidance of more than 30,253 industry practitioners. These programs connect higher education with industry needs while equipping students with essential competencies before entering the workforce (Nghia & Duyen, 2019).

The agribusiness sector plays a strategic role in the economy, and the Agricultural Instrument Standard Testing and Implementation Facility (IP2SIP) Mojosari BSIP East Java contributes by providing internship opportunities for university and vocational high school students, offering hands-on experience in technology application and agribusiness management (BSIP Jatim, n.d.). However, the lack of systematic evaluation regarding participant satisfaction may hinder program optimization and improvements in industry-based learning strategies.

Human Resource Management (HRM) plays a vital role in ensuring that workers in the agricultural sector possess skills aligned with agribusiness industry requirements, including recruitment, training, skill development, and performance evaluation to enhance productivity and competitiveness (The Role of Human Resource Management in Agriculture Sector Enterprises, 2022). Internship participant satisfaction serves as an indicator of program effectiveness, influenced by time management, work environment, and internship mentors. Proper time management enhances productivity while reducing

stress (Nisa et al., 2019), whereas a supportive work environment fosters motivation and effectiveness, particularly in agribusiness (Jantsch et al., 2019). Internship mentors help guide participants in understanding their tasks and developing the technical and interpersonal skills needed in the workforce (Allen et al., 2006). These factors contribute to optimizing internship programs to produce competent professionals ready to compete in the industry.

Research on internship participant satisfaction in the agricultural sector remains limited. This study aims to analyze the factors influencing internship participant satisfaction at IP2SIP Mojosari BSIP East Java, focusing on (1) time management as a balance between assignments and learning experiences, (2) a work environment that supports comfort and motivation, and (3) internship mentors who facilitate technical and interpersonal skill development. The findings are expected to serve as a reference for educational institutions and agribusiness industries in designing more effective and sustainable internship programs.

## **METHOD**

This study employs a quantitative descriptive-associative approach to analyze the influence of time management ( $X_1$ ), work environment ( $X_2$ ), and internship mentorship ( $X_3$ ) on internship participant satisfaction ( $Y$ ). This approach not only describes the phenomenon of internship satisfaction but also identifies the relationships among the influencing variables (Sugiyono, 2023).

The research location was determined purposively at the Agricultural Instrument Standard Testing and Implementation Facility (IP2SIP) Mojosari, which operates under the Agricultural Instrument Standardization Center (BSIP) East Java, a division of the Ministry of Agriculture of the Republic of Indonesia. IP2SIP Mojosari is responsible for testing and implementing agricultural instrument standards and provides internship programs for vocational high school (SMK) students and university students engaging in Field Work Practice (PKL) as part of their technical skill development and agricultural technology application (BSIP Jatim, n.d.). The selection of this location was based on its relevance to the research objectives, particularly its structured internship system and a work environment conducive to participant learning.

The study population includes all internship participants at IP2SIP Mojosari from the 2022–2025 period, totaling 30 individuals. The sampling technique employed was total sampling, as the population size was limited (Sugiyono, 2023). Data collection was conducted through closed-ended questionnaires, utilizing a Likert scale (1-5) to measure the examined variables. Additionally, structured interviews were conducted to explore participants' experiences in the internship program more comprehensively (Sugiyono, 2023). Direct observations were carried out between January 1 and February 5, 2025, through both documentation and real-time monitoring of workplace conditions and internship mentorship practices. Data analysis was performed using multiple linear regression, following the equation:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

To examine the relationship between independent and dependent variables, hypothesis testing was conducted using the F-test, which assesses the simultaneous influence of  $X_1$ ,  $X_2$ , and  $X_3$  on internship participant satisfaction. Additionally, T-tests were applied to evaluate the partial impact of each variable at a significance level of  $\alpha = 0.05$  (Ghazali, 2018).

## **RESULT AND DISCUSSION**

This study analyzes the factors influencing internship participant satisfaction at the Agricultural Instrument Standard Testing and Implementation Facility (IP2SIP) Mojosari, BSIP East Java, a governmental unit under the Ministry of Agriculture of the Republic of Indonesia that administers internship programs for students and university participants (BSIP East Java Report, 2023).

Among the 30 internship participants, the demographic distribution indicates 57% male and 43% female, with age groups divided as 53% above 20 years old and 47% aged  $\leq 20$  years. Most participants aged over 20 are undergraduate students, while those aged  $\leq 20$  are predominantly vocational high school (SMK) students. This diversity reflects the involvement of interns from different academic backgrounds and provides context for understanding internship satisfaction based on individual experiences at one of the Ministry of Agriculture's institutions, IP2SIP Mojosari.

### **Multiple Linear Regression Analysis and Hypothesis Testing**

To assess the relationship between the independent variables time management ( $X_1$ ), work environment ( $X_2$ ), and internship mentorship ( $X_3$ ) and internship participant satisfaction ( $Y$ ), an F-test was conducted to identify the simultaneous effects. The analysis results show that the computed F-value

is 10.108 with a significance level of 0.000 ( $p < 0.05$ ), leading to the rejection of the null hypothesis ( $H_0$ ). These findings align with Ghozali (2018), who stated that when the computed F-value exceeds the critical F-table value or the F-test significance level is below 0.05, a significant simultaneous relationship exists between the independent and dependent variables. Thus, this study confirms that the three independent variables collectively have a significant impact on internship participant satisfaction.

These results align with Pirrioni's (2016) competency development theory, which emphasizes that internship satisfaction is shaped by multidimensional integration. This theory is supported by various studies highlighting the importance of multiple contributing factors to internship satisfaction across different fields: (1) Time management functions as an efficiency regulator in task execution (Beenen & Rousseau, 2010). (2) Work environment serves as a supporting factor for physical and social comfort (Jantsch et al., 2019). (3) Internship mentorship plays a critical role as a facilitator in both technical and non-technical learning (Allen et al., 2006).

#### **Practical Implications and Resource Efficiency**

The findings of this study provide two strategic implications for internship program organizers. First, a holistic approach in program design is essential to ensure its success. Internship effectiveness at IP2SIP Mojosari is not solely dependent on a single factor but requires enhancing workplace facilities, strengthening team collaboration, and optimizing mentorship simultaneously to create a more comprehensive internship experience.

Second, resource allocation efficiency should be a key priority. Internship organizers can position mentorship as the primary factor ( $\beta = 0.301$ ) and work environment as a supporting factor ( $\beta = 0.231$ ) while still considering aspects of time management. Narayanan et al. (2010) emphasized that developing structured internship task allocation guidelines plays a crucial role in reducing role ambiguity among participants and improving program execution effectiveness. In this context, IP2SIP Mojosari, as the program organizer, also needs to design policies that support a more structured internship implementation, aligned with industry requirements.

#### **Comparison with Previous Studies**

To assess result consistency, Table 1 presents a comparison with previous studies examining the influence of various variables on internship participant satisfaction across different sectors, as follows:

**Table 1** Comparison of F-Test Results with Related Studies

Source	Independent Variables	F-Value	Significance	Context
This Study (2025)	$X_1, X_2, X_3$	10.108	0.000	Internship at IP2SIP Mojosari
Bagas Pratama (2024)	Job Characteristics, Workload	8.972	0.001	Agribusiness Student Internship in Japan
Ruslan et al. (2021)	Individual, Organizational Environment, Career	7.341	0.003	Internship in the Service Sector
Jean et al. (2012)	University Support, Job Characteristics	9.215	0.000	Business Internship

Source: Primary and secondary data, 2025 (processed)

Table 1 clearly illustrates a consistent pattern: all studies indicate a p-value  $< 0.05$ , confirming that internship satisfaction is indeed influenced by multiple factors simultaneously. However, specifically at IP2SIP Mojosari, the internship mentorship variable ( $X_3$ ) and work environment variable ( $X_2$ ) play a dominant role due to the nature of the work, which requires technical adaptation and intensive teamwork (Jantsch et al., 2019).

#### **Partial Analysis and Model Interpretation**

Beyond the simultaneous effects, this study also examines the significance of each independent variable through T-tests. The results presented in Table 2 indicate that internship mentorship ( $X_3$ ) and work environment ( $X_2$ ) have a significant impact on participant satisfaction, whereas time management ( $X_1$ ) does not show statistical significance.

**Table 2** T-Test Results and Regression Coefficients

Variabel	Coefficient ( $\beta$ )	t	Sig.	Description
Time Management ( $X_1$ )	0.045	0.591	0.560	Not Significant
Work Environment ( $X_2$ )	0.231	2.219	0.035	Significant
Internship Mentorship ( $X_3$ )	0.301	2.613	0.015	Significant

Source: Primary data, 2025 (processed)

**Table 2 Represents That:**

• **Time Management**

The analysis shows that the coefficient  $\beta$  is 0.045 with a p-value of 0.560, indicating that time management does not have a significant effect on the level of internship participant satisfaction. This finding is consistent with the previous study conducted by Park et al. (2016), which stated that time management is not always a determining factor in job satisfaction. This is particularly relevant in the agricultural internship sector, where the unique nature of the work makes time management less influential in overall satisfaction (Park et al., 2016). Therefore, it is likely that other factors, such as work conditions and social support, play a more dominant role in shaping internship participant satisfaction within this sector.

• **Work Environment**

The analysis shows that the coefficient  $\beta$  is 0.231 with a p-value of 0.035, indicating that the work environment has a positive and significant effect on internship participant satisfaction. These findings align with the previous study conducted by Andarsari and Setiadi (2023), which emphasizes that a conducive work environment can contribute to enhancing internship participant satisfaction. Therefore, creating a supportive work atmosphere is a crucial factor in improving the comfort and productivity of interns in the agricultural sector, as highlighted in the research by Hernhawathy et al. (2021).

• **Internship Mentorship**

The analysis indicates that the coefficient  $\beta$  is 0.301 with a p-value of 0.015, confirming that the presence of an internship mentor has a positive and significant impact on internship participant satisfaction. These findings are consistent with research by Ali et al. (2020), which underscores the critical role of supervisors or mentors in creating a more fulfilling internship experience. Through ongoing support and effective guidance, mentors can help interns feel more comfortable, motivated, and confident in navigating the learning process and adapting to the workplace environment (Ali et al., 2020).

**Based on the results of the multiple linear regression analysis, the following equation model is obtained:**

$$Y = 3.338 + 0.045X_1 + 0.231X_2 + 0.301X_3$$

The interpretation of the model indicates that internship mentorship ( $\beta = 0.301$ ) is the most dominant factor, followed by work environment ( $\beta = 0.231$ ). Time management ( $\beta = 0.045$ ) has only a marginal effect on participant satisfaction.

**Study Findings and Policy Implications**

This study confirms that internship participant satisfaction at the *Agricultural Instrument Standard Testing and Implementation Facility (IP2SIP) Mojosari* is more significantly influenced by qualified mentors and a conducive work environment than by time management factors. Accordingly, internship organizers are encouraged to optimize mentor training, enhance the effectiveness of technical guidance, and improve workplace facilities and infrastructure to ensure a more meaningful and application-oriented internship experience within the agricultural sector.

The internship program at IP2SIP Mojosari contributes to the realization of the *Merdeka Belajar Kampus Merdeka (MBKM)* policy and the strengthening of human resource development in agriculture, with a focus on the implementation of agricultural instrument standards that align with industry demands and sector development policies. This aligns with the 2023 Annual Report of the Center for Agricultural Socio-Economic and Policy Studies, which noted that internship programs are part of broader efforts to improve the capacity of the agricultural workforce through vocational education and skills-based training.

## CONCLUSIONS

This study reveals that internship participant satisfaction at the Agricultural Instrument Standard Testing and Implementation Facility (IP2SIP) Mojosari is influenced by three main factors: time management, work environment, and internship mentorship. The results of the multiple linear regression analysis show an F-value of 10.108 with a significance level of 0.000 ( $p < 0.05$ ), confirming that all three variables simultaneously have a significant effect on participant satisfaction.

### • Time Management

Time management shows a regression coefficient of  $B = 0.045$ , with a  $t$ -value = 0.591 and  $p = 0.560$ , indicating that its influence on participant satisfaction is not statistically significant. Although time management still contributes to maintaining balance in the interns' tasks, this finding aligns with Park et al. (2016), who noted that time management is not a key determinant of internship satisfaction in the agricultural sector. As such, while this aspect does not require primary attention in internship program optimization, it should still be considered to ensure a more structured experience for participants.

### • Work Environment

The work environment has a regression coefficient of  $B = 0.231$ , with a  $t$ -value = 2.219 and  $p = 0.035$ , suggesting a positive and significant effect on internship participant satisfaction. Factors such as workplace facilities, environmental atmosphere, and the quality of interaction among interns and staff contribute meaningfully to the participants' experience. This finding is supported by Hernhawathy et al. (2021), who emphasized that a conducive work environment can enhance intern comfort and motivation. Therefore, improving workplace infrastructure and atmosphere is essential for developing a more effective internship program that meets participants' needs.

### • Internship Mentorship

Internship mentorship emerges as the most dominant factor in determining participant satisfaction, with a regression coefficient of  $B = 0.301$ ,  $t$ -value = 2.613, and  $p = 0.015$ , indicating a significant positive influence. The presence of competent mentors and the technical guidance they provide has a tangible impact on the learning experience of interns. The study by Ali et al. (2020) demonstrates that an effective supervisory style directly influences internship satisfaction, while Allen et al. (2006) highlight the importance of mentor-participant interaction quality in improving learning effectiveness. Therefore, enhancing mentorship through proper mentor training and a more structured supervision method should be a central focus in efforts to elevate the quality of the internship program at IP2SIP Mojosari.

Overall, internship mentorship and the work environment play significant roles in determining participant satisfaction, while time management exerts a comparatively smaller influence. The findings of this study indicate that strong mentor interaction and a supportive workplace environment enhance intern motivation and effectiveness, aligning with the expectations of both academic and industry spheres. As an institution focused on the agricultural sector, IP2SIP Mojosari is expected to optimize these two aspects so that the internship program not only fulfills the general demands of the agricultural field but also becomes increasingly relevant to the development of agribusiness professionals who contribute to the advancement of modern agriculture.

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