

REFERENCES

- Arikunto, S. (2022). *Research Procedures: A Practical Approach*. Jakarta: Rineka Cipta.
- Gomes, FC (2021). *Human Resource Management*. Yogyakarta: Andi.
- Handoko, TH (2022). *Personnel and Human Resource Management*. Yogyakarta: BPFE.
- Hasibuan, MSP (2021). *Human Resource Management*. Jakarta: Bumi Aksara.
- Lestari, DA, & Lestari, AD (2023). Implementation of the Student Internship Program in the Independent Campus Era. *Lentera: Journal of Education and Management*, 4(1), 45–52. <https://journal.actual-insight.com/index.php/lentera/article/view/1293>
- Maryani, T., & Jatmoko, D. (2024). The Influence of Industrial Internships on the Development of Students' Soft Skills. *Journal of Educational and Vocational Sciences*, 6(2), 88–97. <https://jurnal.umpwr.ac.id/index.php/jipv/article/view/4244>
- Pratiwi, N., Lestari, ND, & Januardi. (2024). The Influence of Industrial Practice, Career Guidance, and Soft Skills on Job Readiness. *Simki Pedagogia*, 8(1), 100–110. <https://jipeds.org/index.php/JSP/article/view/529>
- Putra, R., & Sari, N. (2023). Operational Management of Heavy Equipment Rental Services. *Journal of Applied Economics and Business*, 7(2), 120–128.
- Siagian, SP (2022). *Human Resource Management*. Jakarta: University of Indonesia Press.
- Sutrisno, E. (2022). *Human Resource Management*. Jakarta: Kencana.