

## Perbedaan fokus karir antara pekerja dewasa muda yang pindah kerja dan tidak pindah kerja di Jakarta = Career concern of young adulthood workers who has the experience of turnover in Jakarta

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### Abstrak

Penelitian ini melihat perbedaan fokus karir antara pekerja dewasa muda yang mengalami pindah kerja dan tidak pindah kerja di Jakarta dengan tinjauan teori tahapan karir Super. Penelitian ini bersifat deskriptif dengan metode penelitian kuantitatif dan analisis dilakukan dengan independent sample t-test. Partisipan penelitian berjumlah 221 pekerja yang berada pada tahapan usia dewasa muda, bekerja di Jakarta, memiliki jenjang karir dan pernah atau tidak pernah mengalami pindah kerja. Alat ukur yang digunakan dalam penelitian ini adalah alat ukur fokus karir dewasa yang dimodifikasi dari alat ukur Adult Career Concern Inventory Short Form yang disusun oleh Perrone, Gordon, Fitch dan Civiletto (2003). Alat ukur ini digunakan untuk mengukur fokus mereka terhadap tahapan karir.

Hasil penelitian menunjukkan bahwa mayoritas partisipan berada pada tahapan maintenance. Hasil analisis independent sample t-test, menunjukkan bahwa terdapat perbedaan yang signifikan antara kelompok yang pindah kerja dan tidak pindah kerja di tahapan exploration. Akan tetapi, tidak terdapat perbedaan yang signifikan antara dua kelompok tersebut pada tahapan establishment, maintenance dan disengagement.

<hr>This study describes the difference of career concern between young adulthood workers who have and haven't the experience of turnover in Jakarta by using Super's career stage theory. This is a descriptive research using a quantitative method with independent sample t-test as a statistical technique to analyze. The participants of this research were 221 of young adulthood workers who work in Jakarta, have a career path in their companies and had or never had turnover in their careers. The inventory of this research was Adult Career Concern Inventory (ACCI) which had been adapted from the same inventory constructed in 2003 by Perrone, Gordon, Fitch and Civiletto.

The result illustrates that most of the participants are in the maintenance stage. Meanwhile, based on the result of the independent sample t-test, there are differences between the group that has the experience of turnover and has not the experience of turnover in the exploration stage. In other side, there are no differences between two groups in the establishment stage, the maintenance stage and the disengagement stage.