

Efikasi diri dalam keputusan karier sebagai mediator hubungan antara future work self dan adaptabilitas karier pada mahasiswa tingkat akhir = Career decision self-efficacy as mediator in relations between future work self and career adaptability among final years college students

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Abstrak

Persaingan era globalisasi saat ini menuntut individu lebih adaptif dalam menjalani karier. Adaptabilitas karier merupakan salah satu konstruk terkait psikologi karier yang berfokus untuk membantu individu mengawasi perkembangan karier semasa hidupnya. Asumsi yang ditegakkan adalah untuk mempunyai adaptabilitas karier, mahasiswa perlu memiliki bayangan yang jelas, spesifik dan mudah dibayangkan, diwakilkan oleh future work self. Selanjutnya, efikasi diri dalam keputusan karier diduga dapat memediasi hubungan future work self terhadap adaptabilitas karier. Penelitian ini dilakukan pada 263 orang mahasiswa tingkat akhir yang minimal berada di semester tujuh perguruan tinggi.

Dalam penelitian ini, adaptabilitas karier diukur dengan Career Adapt-abilities Scale-International Form (CAAS-IF), future work self diukur dengan Future Work Self Saliance (FWSS) dan efikasi diri dalam keputusan karier diukur dengan Career Decision Self-Efficacy-Short Form (CDSE-SF). Hasil penelitian menunjukkan bahwa future work self memiliki hubungan yang kuat dengan adaptabilitas karier, serta hubungan ini merupakan mediasi parsial melalui efikasi diri dalam keputusan karier. Hasil penelitian ini memberikan beberapa manfaat bagi pusat pengembangan karier di perguruan tinggi.

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Competition in the current era of globalization requires individuals to be more adaptive in their careers. Career adaptability is one of the constructs related to career psychology that focuses on helping individuals monitor career development during their lifetime. The assumption is to have a career adaptability, college students need to have clear, specific and easy to imagine images, represented by future work self.

Furthermore, self-efficacy in career decisions is thought to mediated future work self relations with career adaptability. This research was conducted on 263 final years college students who were at least in the seventh semester of the university.

In this research, career adaptability was measured by Career Adapt-abilities Scale-International Form (CAAS-IF), future work self was measured by Future Work Self Saliance (FWSS), and career decision self-efficacy was measured by Career Decision Self-Efficacy-Short Form (CDSE-SF). The results showed that future work self has a strong relationship with career adaptability, and this relationship is a partial mediation through self-efficacy in career decisions. The results of this study give some benefits for career development center in university.