

Peran moderasi self-esteem pada hubungan employability skills dan adaptabilitas karier pada siswa SMK = The moderating role of self-esteem in the relations of employability skills and career adaptability in vocational students

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Abstrak

Berkembangnya teknologi menyebabkan banyak perubahan, terutama di masa pandemi saat ini dimana berdampak pada dunia industri. Oleh karena itu dibutuhkan tenaga kerja yang memiliki adaptabilitas karier yang baik. Individu yang memiliki adaptabilitas karier diprediksi memiliki kualitas pekerjaan yang baik sehingga dapat menghadapi berbagai tantangan karier. Employability skills dan self-esteem dianggap penting dalam memengaruhi adaptabilitas karier. Penelitian ini bertujuan untuk mengetahui peran self-esteem sebagai moderator pengaruh employability skills terhadap adaptabilitas karier. Subjek penelitian ini terdiri dari 703 siswa SMK (usia 14-23 tahun). Alat ukur yang digunakan adalah Career Adapt-Abilities Scale (= 0,936), Student Employability skills Questionnaire (= 0,939), dan Rosenberg's Self Esteem Scale (= 0,736) yang telah diadaptasi ke dalam Bahasa Indonesia. Hasil penelitian menunjukkan bahwa self-esteem tidak memoderasi pengaruh employability skill terhadap adaptabilitas karier. Dengan kata lain, harga diri tidak memperkuat atau memperlemah pengaruh keterampilan dasar kerja individu terhadap adaptabilitas karier

.....The evolution of technology give rise to a lot of change, moreover in this time of pandemic which influenced the industry. Therefore manpower who has an outstanding career adaptability is needed. Individual who has an outstanding career adaptability predicted to have an outstanding work as well, hence could accomplished various career challenges. Employability skills and self-esteem considered important in influencing career adabtability. This study aims to study the effect of employability skills on career adaptability with the moderating role of self-esteem. The study was conducted on 703 vocational students (range of age 14-23 years old). Career Adapt-Abilities Scale (= 0,936), Student Employability skills Questionnaire (= 0,939), and Rosenberg's Self Esteem Scale (= 0,736), which already translated into Bahasa used to measured this study. The result shown that self-esteem was not moderating the effect of employability skills on career adaptability. In another words, self-esteem was not strengthen or weaken the effect of basic individual work skills on career adaptability