

# Pengaruh kompetensi akademis terhadap early career success berdasarkan tipe dominant achievement goal orientation studi kasus pada lulusan program magister manajemen universitas indonesia = The impact of academic competences toward early career success based on the type of dominant achievement goal orientation case study on master of management graduates university of indonesia

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## Abstrak

[Penelitian ini bertujuan untuk mengetahui sejauh mana kompetensi akademis yang diperoleh para lulusan muda MM UI selama mengikuti pendidikan (digambarkan dengan IPK dan kompetensi akademis general) dapat mempengaruhi kesuksesan karir dini (early career success). Dalam penelitian ini ditelaah juga mengenai bagaimana seseorang dengan tipe dominant goal orientation tertentu (dominant mastery-approach atau dominant performanceapproach) akan mengerahkan kemampuan akademis yang dimiliki untuk mencapai kesuksesan karir, yang digambarkan secara subjektif (kepuasan karir) dan objektif (gaji dan promosi). 239 orang alumnus muda MM UI ikut serta dalam penelitian ini. Teknik analisis yang digunakan adalah regresi heterogen dengan menerapkan prosedur General Linear Model (GLM) Multivariate yang ada pada program SPSS 18. Dari hasil GLM Multivariate diketahui bahwa dengan dominant mastery-approach orientation, seseorang bisa memaksimalkan kompetensi akademis yang dimiliki untuk mencapai early career success (kepuasan karir dan gaji). Sementara dominant performance-approach hanya bermanfaat dalam pencapaian kesuksesan karir objektif yang diukur dengan indikator promosi. Dari kedua jenis kompetensi, kompetensi akademis general lebih bermanfaat untuk mencapai semua indikator early career success. Sementara IPK hanya berpengaruh positif signifikan terhadap kepuasan karir.;This study aims to determine the extent to which academic competencies acquired by MM young graduates during the study (described by the GPA and general academic competence) can affect early career success. The study also examined how a person with a particular type of dominant goal orientation (dominant mastery-approach or dominant performance-approach) will exert academic abilities possessed to achieve career success, which was described subjectively (career satisfaction) and objectively (salaries and promotions ). 239 young alumni of MM UI participated in this study. The analysis technique used is a heterogeneous regression using the General Linear Model (GLM) Multivariate procedure available in SPSS 18. The results of GLM Multivariate shown that with dominant mastery-approach orientation, one can maximize academic competences possessed to achieve early career success (in terms of career satisfaction and

salary). While dominant performance-approach is only useful in achieving the objective career success as measured by promotions. Of both types of competences, general academic competence is more useful to reach all the indicators of early career success. While the GPA only significant positive effect on career satisfaction, This study aims to determine the extent to which academic competencies acquired by MM young graduates during the study (described by the GPA and general academic competence) can affect early career success. The study also examined how a person with a particular type of dominant goal orientation (dominant mastery-approach or dominant performance-approach) will exert academic abilities possessed to achieve career success, which was described subjectively (career satisfaction) and objectively (salaries and promotions ). 239 young alumni of MM UI participated in this study. The analysis technique used is a heterogeneous regression using the General Linear Model (GLM) Multivariate procedure available in SPSS 18. The results of GLM Multivariate shown that with dominant mastery-approach orientation, one can maximize academic competences possessed to achieve early career success (in terms of career satisfaction and salary). While dominant performance-approach is only useful in achieving the objective career success as measured by promotions. Of both types of competences, general academic competence is more useful to reach all the indicators of early career success. While the GPA only significant positive effect on career satisfaction]