

# Peran Optimisme dan Kompetensi Karier dalam Memprediksi Perceived External Employability pada Karyawan Dewasa Muda = The Role of Optimism and Career Competencies in Predicting Perceived External Employability in Young Adults Employee

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## Abstrak

Tujuan utama dari penelitian ini adalah untuk mengetahui apakah kompetensi karier memiliki peran yang lebih kuat terhadap perceived external employability dibandingkan optimisme. Penelitian ini merupakan penelitian kuantitatif yang menggunakan metode korelasional dan multiple regression. Variabel perceived external employability diukur menggunakan Perceived External Employability scale, optimisme dengan Life Orientation Test-Revised, dan kompetensi karier dengan Career Competencies Questionnaire. Partisipan yang berhasil direkrut dalam penelitian ini sebanyak 160 karyawan dengan rentang usia 18 – 29 tahun. Hasil analisis menunjukkan bahwa kompetensi karier ( $= 0,52, p < 0,01$ ) mampu menjadi prediktor yang lebih kuat dibandingkan optimisme ( $= -0,03, p > 0,05$ ) dalam memprediksi perceived external employability pada karyawan dewasa muda.....The aim of this study is to determine whether career competencies has a stronger role on

employee's perceived external employability compared to optimism. This research is a quantitative research that uses correlational and multiple regression methods. This study uses measurements such as Perceived External Employability Scale to measure perceived external employability, the Life Orientation Test-Revised to measure optimism, and the Career Competencies Questionnaire to measure career competencies. Participants in this study amounted to 160 employees in the age of 18-29. The results of the analysis show that career competencies ( $= 0,52, p < 0,01$ ) has a stronger role than optimism ( $= -0,03, p > 0,05$ ) to predict employee's perceived external employability