

# Resiliensi Sebagai Mediator Hubungan antara Kepribadian Proaktif dan Adaptabilitas Karir pada Siswa SMK di Masa COVID-19 = Resilience as Mediator in the Relationship between Proactive Personality and Career Adaptability Among Vocational School Students During COVID-19

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## Abstrak

Pandemi COVID-19 telah mengurangi 2,3 juta peluang lapangan pekerjaan di Indonesia. Karir siswa SMK dinilai terancam karena lulusannya menyumbang tingkat pengangguran tertinggi di Indonesia, sehingga perlu ada usaha penyesuaian diri dalam merencanakan karir di masa depan. Penelitian ini menegakkan asumsi agar memiliki adaptabilitas karir yang kuat, siswa SMK perlu memiliki kepribadian proaktif yang mendorongnya untuk berinisiatif melakukan perubahan. Selanjutnya proses tersebut perlu dimediasi oleh kemampuan untuk bertahan menghadapi kesulitan (resiliensi). Penelitian ini dilakukan terhadap 686 orang siswa SMK di Indonesia menggunakan alat ukur Career Adapt-Abilities Scale International Form (CAAS-IF) untuk adaptabilitas karir, Proactive Personality Scale Short Form (PPS-SF) untuk kepribadian proaktif dan The Connor-Davidson Resilience Scale (CD-RISC) untuk resiliensi. Hasil pengujian menunjukkan bahwa kepribadian proaktif memiliki hubungan yang positif dan signifikan dengan adaptabilitas karir ( $c' = 0,384$ ,  $SE = 0,087$ ,  $p < 0,001$ ). Diketahui pula adanya efek mediasi secara parsial oleh resiliensi ( $c' = 0,384 < c = 1,283$ ). Penelitian ini dapat menjadi acuan pentingnya memperkuat layanan Bimbingan Karir yang memberikan informasi karir diluar bidang yang tersedia di SMK

.....The COVID-19 pandemic has reduced 2.3 million jobs in Indonesia. Vocational school students' careers are considered threatened because their graduates contribute to the highest unemployment rate in Indonesia, so there needs to be an adjustment effort in planning future careers. This study strengthens the assumption that in order to have a strong career adaptability, vocational students need to have a proactive personality that encourages them to take the initiative to make changes. Furthermore, this process needs to be mediated by the ability to withstand adversity (resilience). This research was conducted on 686 vocational students in Indonesia using the Career Adapt-Abilities Scale International Form (CAAS-IF) for career adaptability, the Proactive Personality Scale Short Form (PPS-SF) for proactive personality and The Connor-Davidson Resilience Scale (CD-RISC) for resilience. The test results showed that proactive personality was positively and significantly related to career adaptation ( $c' = 0.384$ ,  $SE = 0.087$ ,  $p < 0.001$ ). It is also known that there is a partial mediation effect by resilience ( $c' = 0.384 < c = 1.283$ ). This research can be used as a reference for Career Guidance services related to the importance of providing career information outside the available fields at SMK