

Hubungan Dukungan Sosial dan Adaptabilitas Karier pada Mahasiswa Tingkat Akhir: Peran Identitas Vokasional sebagai Mediator = The Relationship between Social Support and Career Adaptability on Final Year Students: The Mediating Role of Vocational Identity

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Abstrak

Dunia pekerjaan yang saat ini terus berubah menuntut individu yang berada dalam masa transisi karier memiliki sumber daya untuk beradaptasi dalam dunia pekerjaan, terlebih pada mahasiswa tingkat akhir. Meski telah banyak ditemukan berpengaruh positif terhadap adaptabilitas karier, masih terdapat inkonsistensi hubungan antara dukungan sosial terhadap adaptabilitas karier. Penelitian ini bertujuan untuk melihat peran ketiga dimensi identitas vokasional, sebagai faktor internal individu, dalam memediasi hubungan antara dukungan sosial dan adaptabilitas karier. Partisipan penelitian merupakan 466 mahasiswa tingkat akhir di perguruan tinggi mengisi kuesioner Career Adapt-Abilities Scale-Indonesian Form, Multidimensional Scale of Perceived Social Support, dan Vocational Identity Status Assessment. Analisis mediasi dengan PROCESS menunjukkan dukungan sosial memiliki hubungan signifikan dengan adaptabilitas karier ($b = 0,40$, $t(466) = 3,16$, $p < 0,01$). Analisis mediasi menunjukkan bahwa dua dari tiga dimensi identitas vokasional memediasi secara sebagian hubungan antara dukungan sosial dan adaptabilitas karier pada mahasiswa tingkat akhir, yakni dimensi career exploration ($b = 0,19$, 95% CI = [0,13-0,26]) dan dimensi career commitment ($b = 0,18$, 95% CI = [0,13-0,25]). Di sisi lain, tidak ditemukan peran mediasi dari dimensi career reconsideration dari identitas vokasional.

.....The everchanging world of work nowadays requires individuals who are in career transition period to have the resources to adapt, especially for final year students. Although many studies have found its positive role, there are still contradictory and inconsistent findings of the relationship between social support and career adaptability. This study was aimed to see the role of the three vocational identity dimensions, as individual internal factors, in mediating the relationship between social support and career adaptability. Participants in this study were 466 final year university students who filled questionnaires consisting of Career Adapt-Abilities Scale-Indonesian Form, Multidimensional Scale of Perceived Social Support, dan Vocational Identity Status Assessment. Mediation analysis using PROCESS confirmed that social support had a positive and significant relationship with career adaptability ($b = 0,40$, $t(466) = 3,16$, $p < 0,01$). Mediation analysis revealed that two of the three dimensions of vocational identity played a mediating role in the relationship of social support and career adaptability, namely career exploration ($b = 0,19$, 95% CI = [0,13-0,26]) and career commitment ($b = 0,18$, 95% CI = [0,13-0,25]). However, mediating role of career reconsideration dimension were not proven in this study.