

# Perceived Peer Support sebagai Moderator Hubungan antara Core Self-Evaluations dan Adaptabilitas Karier pada Mahasiswa yang Berasal dari Papua = Perceived Peer Support as a Moderator of the Relationship between Core Self-Evaluations and Career Adaptability among University Students from Papua Region

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## Abstrak

Berdasarkan data yang dikemukakan, persentase putus kuliah mahasiswa Papua dan Papua Barat sebesar 7%. Angka ini jauh lebih tinggi dibandingkan angka presentase putus kuliah nasional, yaitu sebesar 3%. Untuk dapat menyelesaikan perkuliahan dengan baik, mahasiswa Papua memerlukan adaptabilitas karier yang tinggi. Mahasiswa Papua dengan adaptabilitas karier yang tinggi memiliki sumberdaya untuk dapat bertanggung jawab serta beradaptasi di lingkungan perguruan tinggi. Adaptabilitas karier dapat dipengaruhi oleh berbagai faktor, seperti core self-evaluations dan perceived peer support. Tujuan dari penelitian ini yaitu ingin mengetahui ada atau tidaknya peran perceived peer support sebagai moderator dalam hubungan antara core self-evaluations dan adaptabilitas karier. Partisipan terdiri dari mahasiswa Papua (N=176) yang aktif menjalankan perkuliahannya sejak tahun 2011-2020. Hasil analisis moderasi menggunakan Hayes Process menunjukkan bahwa perceived peer support secara signifikan memoderasi hubungan antara core self-evaluations dan adaptabilitas karier ( $t=2.06$ ,  $p<0.05$ ). Pada penelitian ini, adanya peran perceived peer support sebagai moderator dipengaruhi oleh karakter budaya kolektif yang dimiliki oleh mahasiswa Papua. Pada budaya ini, individu cenderung menghubungkan tingkat dukungan sosial yang dimiliki dengan penilaian dirinya. Hasil penelitian ini memberikan informasi mengenai intervensi yang dapat dilakukan agar mahasiswa dapat mengembangkan adaptabilitas kariernya.

.....Based on data, dropout rate among Papuan university students is 7%. This rate is much higher than national dropout rates. National dropout rate in Indonesia is 3%. To be able to complete their education, Papuan students need career adaptability. Career adaptability is an important resource because Papuan university students who have career adaptability tend to be more responsible and able to adapt in the university environment. There are many factors which influence career adaptability, such as core self-evaluations and perceived peer support. The purpose of this study is to investigate the moderating role of perceived peer support in the relationship between core self-evaluations and career adaptability. Participants were native Papuan active students (N=176) from 2011-2020 of various universities. The result of moderation analysis with Hayes Process shows that perceived peer support significantly moderates the relationship between core self-evaluations and perceived peer support ( $t=2.06$ ,  $p<0.05$ ). The role of perceived peer support as moderator of the relationship between core self-evaluations and career adaptability can be attributed to the collectivist culture which Papuan Students have. In collectivist culture, social support is linked with individuals' evaluations of themselves. These findings provide information about intervention material for university students, so they can develop career adaptability.