

# Pengaruh goal orientation terhadap adaptabilitas karier melalui mediasi keterlibatan dalam kegiatan ekstrakurikuler = The effect of goal orientation on career adaptability through the mediation of involvement in extracurricular activities

Nababan, Evivania Judea Hasiannami, author

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## Abstrak

Seiring meningkatnya tantangan dari dunia kerja, hadirnya pandemi COVID-19 telah menjadi ancaman baru bagi kelompok dewasa muda, khususnya para mahasiswa yang akan menjalani transisi sekolah ke kerja. Dalam penelitian ini, adaptabilitas karier dilihat sebagai kemampuan yang dapat membantu mahasiswa dalam menghadapi berbagai tantangan dan ancaman tersebut. Untuk lebih memahami pengembangan adaptabilitas karier, peneliti ingin melihat pengaruh yang dimiliki jenis goal orientation terhadap adaptabilitas karier dengan mediator keterlibatan dalam kegiatan ekstrakurikuler. Studi cross-sectional dilakukan dengan mengumpulkan partisipan berupa mahasiswa sarjana tingkat akhir dan fresh graduates dari berbagai universitas di Indonesia. Berdasarkan data dari 351 partisipan, keterlibatan dalam kegiatan ekstrakurikuler memediasi secara parsial hubungan learning goal orientation dengan adaptabilitas. Lalu, keterlibatan dalam kegiatan ekstrakurikuler memediasi secara penuh hubungan performance-approach goal orientation maupun performance-avoidance goal orientation dengan adaptabilitas karier. Hasil penelitian mengindikasikan bahwa keterlibatan dalam kegiatan ekstrakurikuler dapat menjelaskan proses goal orientation memengaruhi adaptabilitas karier. Selain itu, penelitian juga menunjukkan bahwa masing-masing jenis goal orientation dapat mengembangkan adaptabilitas karier melalui pengaruhnya terhadap keterlibatan dalam ekstrakurikuler.

.....Along with the increasing challenges from the labour market, the presence of the COVID- 19 pandemic has become a new threat for young adults, especially university students who are about to undergo the school-to-work transition. In this research, career adaptability is proposed as an ability that could help students face those challenges. Therefore, this research is expected to help increase the understanding related to development of career adaptability. Using a cross-sectional study design, a survey of final year undergraduate students and fresh graduates from various universities in Indonesia examined the effect that each type of goal orientation has on career adaptability with involvement in extracurricular activities as a mediator. Based on data collected from 351 participants, involvement in extracurricular activities partially mediated the relationship between learning goal orientation and career adaptability. Results also showed that involvement in extracurricular activities fully mediated the relationship between performance-approach goal orientation and performance-avoidance goal orientation with career adaptability. The results indicate that involvement in extracurricular activities can explain how goal orientation affects career adaptability. In addition, research also shows that each type of goal orientation can develop career adaptability through its influence on involvement in extracurricular activities.