

# Peran Core Self-Evaluation dan Kepribadian Proaktif sebagai Mediator dalam Hubungan Dukungan Sosial dengan Adaptabilitas Karier pada Mahasiswa yang Mengikuti Program Magang dan Studi Independen Bersertifikat = The Role of Core Self-Evaluation and Proactive Personality as a Mediator in The Relationship between Social Support and Career Adaptability in Undergraduate Students who take Magang dan Studi Independen Bersertifikat Program

Aviva Lutfiana, author

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## Abstrak

Program Magang dan Studi Independen Bersertifikat (MSIB) menjadi salah satu program Merdeka Belajar-Kampus Merdeka (MBKM) yang paling diminati mahasiswa karena dapat membekali keterampilan nyata dunia kerja dengan konversi maksimal 20 SKS. Selain memberikan manfaat bagi mahasiswa, program tersebut juga memberikan tantangan baru bagi mereka. Mahasiswa dinilai membutuhkan kemampuan adaptabilitas karier agar dapat mengoptimalkan performanya dalam program tersebut. Penelitian ini bertujuan untuk mengetahui peran core self-evaluation dan kepribadian proaktif dalam memediasi hubungan dukungan sosial dengan adaptabilitas karier pada mahasiswa yang sedang menjalani program MSIB.

Partisipan penelitian ini terdiri atas 175 orang mahasiswa Indonesia yang sedang menjalani program MSIB. Alat ukur yang digunakan dalam penelitian ini adalah Career Adapt-Abilities Scale International Form (CAAS-IF), Child and Adolescent Social Support Scale (CASSS), Core Self-Evaluation Scale (CSES), dan Proactive Personality Scale (PPS), yang sudah diadaptasi dan diterjemahkan ke dalam Bahasa Indonesia serta dimodifikasi sesuai dengan konteks penelitian. Hasil penelitian menunjukkan bahwa core self-evaluation dan kepribadian proaktif memediasi secara parsial hubungan antara dukungan sosial dan adaptabilitas karier mahasiswa yang sedang menjalani program MSIB. Semakin tinggi dukungan sosial yang diperoleh mahasiswa, maka akan semakin meningkatkan core self-evaluation dan kepribadian proaktifnya, yang pada akhirnya akan meningkatkan kemampuan adaptabilitas kariernya. Di sisi lain, dukungan sosial sendiri dapat memengaruhi adaptabilitas karier secara langsung, yaitu semakin tinggi dukungan sosial yang diperoleh mahasiswa, maka akan semakin meningkatkan kemampuan adaptabilitas kariernya.

.....Magang dan Studi Independen Bersertifikat (MSIB) program is one of the Merdeka Belajar-Kampus Merdeka (MBKM) programs that most in demand by undergraduate students, because it can equip students with real skills needed by the world of work with maximum 20 credits conversion. Despite of the benefits, this program provides new challenges for them. Students are considered need career adaptability to optimize their performance in the program. In order to develop these abilities, social support, core self-evaluation, and proactive personality are factors that play an important role for students. This study aims to determine the role of core self-evaluation and proactive personality in establishing the relationship between social support and career adaptability in students who are undergoing the MSIB program. The participants of this study consisted of 175 Indonesian students who were undergoing the MSIB program. The instrument used in this study are the Career Adapt-Abilities Scale International Form (CAAS-IF), Child and Adolescent Social Support Scale (CASSS), Core Self-Evaluation Scale (CSES), and Proactive Personality Scale (PPS), which have been adapted and translated into Indonesian and modified according to the research context. The

results showed that core self-evaluation and proactive personality partially mediated the relationship between social support and career adaptability of students undergoing the MSIB program. The higher the social support obtained by students, the more they will increase their core self-evaluation and proactive personality, which in turn will increase their career adaptability.