

Peran Career Decision Self Efficacy Dalam Memediasi Proactive Personality Dan Career Adaptability Pada Mahasiswa Tingkat Akhir Kampus Merdeka = The Role of Career Decision Self Efficacy in Mediating Proactive Personality and Career Adaptability among Final Year Students in the Kampus Merdeka

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Abstrak

Daya saing antar manusia dan teknologi digital menyebabkan pasar tenaga kerja menjadi lebih kompetitif dan ambigu, khususnya bagi mahasiswa tingkat akhir yang akan memasuki dunia kerja sehingga diperlukan Career Adaptability (CA). Penelitian ini dilakukan untuk menguji peran Career Decision Self Efficacy (CDSE) dalam memediasi proactive personality dan CA pada 175 mahasiswa tingkat akhir yang telah mengikuti program magang Kampus Merdeka. Hasil mediation analysis menunjukkan tidak terdapat direct effect proactive personality terhadap CA ($c' = -0,1082$; $p > 0,05$). Namun, terdapat indirect effect melalui mediasi CDSE ($ab = 0,8939$; $p < 0,001$). Temuan ini menunjukkan bahwa program magang Kampus Merdeka membantu mahasiswa menghadapi dinamika industri yang terus berubah dengan memfasilitasi peningkatan proactive personality, CDSE, CA serta mengurangi kesenjangan antara perguruan tinggi dan dunia kerja.

.....Competitiveness between humans and digital technology causes the labor market to become more competitive and ambiguous, especially for final year students that will enter the workforce, necessitating Career Adaptability (CA). This research was conducted to examine the role of Career Decision Self Efficacy (CDSE) in mediating between proactive personality and CA in 175 final year students who had participated in the Kampus Merdeka internship program. The mediation analysis showed no direct role of proactive personality on CA ($c' = -0.1082$; $p > 0.05$). However, there was an indirect role through mediation by CDSE ($ab = 0.8939$; $p < 0.001$). These findings suggest that the Kampus Merdeka internship program aids students in dealing with the evolving dynamics of the industry by facilitating improvements in proactive personality, CDSE, and CA, thus reducing the gap between university and the workforce.