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Peran inisiatif pertumbuhan individu sebagai mediator dalam hubungan Perceived Social Support dan adaptabilitas karier pada mahasiswa = The Role of personal growth initiative as mediator in the relationship of Perceived Social Support and career adaptability on undergraduate student

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Abstrak

Mahasiswa memiliki tuntutan untuk dapat bersaing di dunia kerja pada abad 21 ini. Mereka diharapkan menyadari kebutuhan memilih program studi dan pekerjaan, eksplorasi diri dan pekerjaan, serta membentuk identitas vokasi yang lebih spesifik. Apabila mahasiswa mampu meningkatkan mutunya dalam mempersiapkan karier, artinya mahasiswa memiliki adaptabilitas karier yang baik. Individu dengan adaptabilitas karier yang tinggi mampu mengelola dirinya untuk menghadapi tugas perkembangan karier, sementara individu dengan adaptabilitas karier yang rendah cenderung kesulitan menyesuaikan diri dan menyiapkan dirinya dalam dunia pekerjaan. Adaptabilitas karier sendiri dipengaruhi oleh faktor eksternal dan faktor internal. Keduanya perlu terlibat, terutama faktor internal yang menjembatani faktor eksternal dan adaptabilitas karier. Pada penelitian ini, peneliti mengajukan variabel Perceived Social Support sebagai faktor eksternal dan variabel Inisiatif Pertumbuhan Individu sebagai faktor internal. Penelitian ini bertujuan untuk mengeksplorasi peran Inisiatif Pertumbuhan Individu sebagai mediator dalam hubungan Perceived Social Support dan Adaptabilitas Karier. Terdapat 389 mahasiswa yang menjadi partisipan penelitian ini. Alat ukur yang digunakan adalah Multidimensional Scale of Perceived Social Support (MSPSS), Personal Growth Initiative Scale-II (PGIS-II), dan Career Adapt-Abilites Scale (CAAS). Hasil analisis mediasi Hayes menunjukkan bahwa Inisiatif Pertumbuhan Individu memediasi secara penuh hubungan Perceived Social Support dan Adaptabilitas Karier (indirect effect: B=0.1094). Konselor maupun psikolog dapat menggunakan Inisiatif Pertumbuhan Individu sebagai indikator bahwa mahasiswa mampu membuat keputusannya sendiri.

.....Undergraduate have demands to be able to compete in the world of work in the 21st century. They are expected to be aware to choose study programs and jobs, self and career exploration, and form a more specific vocational identity. If undergraduate students are able to improve their quality in preparing their careers, it means that students have good career adaptability. Individuals with high career adaptability are able to manage themselves to face career development tasks, while individuals with low career adaptability tend to have difficulty adjusting and preparing themselves. Career adaptability itself is influenced by external and internal factors. Both need to be involved, especially internal factors that bridge external factors and career adaptability. In this study, the researcher proposed the variable Perceived Social Support as an external factor and the variable Personal Growth Initiative as an internal factor. This study aims to explore the role of Personal Growth Initiative as a mediator in the relationship between Perceived Social Support and Career Adaptability. There were 389 students who participated in this study. The measuring instruments used were the Multidimensional Scale of Perceived Social Support (MSPSS), Personal Growth Initiative Scale-II (PGIS-II), and Career Adapt-Abilites Scale (CAAS). The results of Hayes' mediation analysis show that Personal Growth Initiative fully mediates the relationship between Perceived Social Support and Career

Adaptability (indirect effect: B=0.1094). Counselors and psychologists could use measure Personal Growth Initiative as an indicator that clients are capable of making their own decisions.