

Peran Trait Openness sebagai Mediator Pengaruh Intellectual Humility dan Narcissism pada Adaptabilitas Karir Orang Dewasa Muda = The Role of Trait Openness as The Mediator of Intellectual Humility and Narcissism Effects on Young Adults' Career Adaptability

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Abstrak

Pandemi Covid-19 menyebabkan banyak perubahan dalam berbagai bidang kehidupan, salah satunya perubahan pada situasi kerja yang sangat berpengaruh bagi dewasa muda yang sedang mempersiapkan atau baru saja memulai karirnya. Keterbukaan merupakan salah satu faktor yang mempengaruhi adaptabilitas karir/career adaptability. Berdasarkan beberapa penelitian sebelumnya, intellectual humility dan narcissism memiliki hubungan positif dengan keterbukaan/openness. Penelitian ini bertujuan untuk melihat apakah keterbukaan memediasi pengaruh intellectual humility dan narcissism pada adaptabilitas karir. Partisipan penelitian berjumlah 176 orang dari berbagai universitas dan pekerjaan berbeda di Indonesia. Penelitian dilakukan dengan menggunakan kuesioner self-report yang diadministrasikan secara daring menggunakan Google Form. Hasil analisis mediasi menunjukkan bahwa (1) terdapat peran mediasi openness yang signifikan dalam hubungan intellectual humility dan adaptabilitas karir ($p = .015$), (2) terdapat peran mediasi openness dalam hubungan narcissism dan adaptabilitas karir ($p = .006$). Implikasi dari penelitian ini menunjukkan bahwa keterbukaan memiliki peran penting untuk memediasi pengaruh intellectual humility dan narcissism terhadap adaptabilitas karir.

..... The COVID-19 pandemic has caused drastic changes in various fields of life, one of them is changes in work situations which have impacted young adults who have just prepared for or started their careers. Openness is one of the factors that affect career adaptability. Based on several previous studies, intellectual humility and narcissism have a positive relationship with openness. This study aims to see whether openness can mediate the relationship between intellectual humility, narcissism, and career adaptability. The participants of this research were 176 people from various universities and different occupations in Indonesia. The study was conducted using self-report questionnaires, which were administered online using Google Form. The results of the mediation analysis showed that (1) there was a significant mediating role of openness in the relationship between intellectual humility and career adaptability ($p = .015$), (2) there was a significant mediating role of openness in the relationship between narcissism and career adaptability ($p = .006$). The implication of this research is that openness has a critical role in mediating the influences of both intellectual humility and narcissism on career adaptability.