

Peran dukungan sosial dan manajemen diri terkait karier terhadap kemampuan mendapatkan pekerjaan pada mahasiswa tingkat akhir =
The effects of perceived social support and career self-management on final-year undergraduate student's self-perceived employability

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Abstrak

Penelitian terkait sumbangan relatif faktor-faktor sumberdaya personal dan sumberdaya sosial pada self-perceived employability penting dilakukan dan masih sangat terbatas. Menggunakan kerangka conservation of resource (COR) theory, penelitian ini bertujuan untuk mengetahui sumbangan relatif faktor sumberdaya personal, yaitu career selfmanagement (CSM), dan faktor sumberdaya sosial, yaitu dukungan sosial, pada selfperceived employability. Partisipan yang terlibat pada penelitian ini adalah mahasiswa tingkat akhir (N = 409) di beberapa perguruan tinggi di Jabodetabek. Seluruh data yang diperoleh dianalisis menggunakan teknik analisis Multiple Linear Regression. Hasil penelitian menunjukkan bahwa dukungan sosial memprediksi self-perceived employability secara positif dan signifikan. Hasil penelitian juga menunjukkan bahwa CSM memprediksi self-perceived employability secara positif dan signifikan. Terakhir, penelitian ini juga menemukan bahwa CSM memberikan sumbangan varians unik sebesar 18% pada self-perceived employability setelah mengontrol sumbangan varians dari dukungan sosial. Hasil dan saran didiskusikan.

.....Research related to relative contributions of personal and social resources on selfperceived employability is important and still limited. Drawing on the conservation of resource theory, this study aims to investigate the relative contributions of one of the personal resources, namely career self-management, and one of the social resources, namely perceived social support, on self-perceived employability. Participants who were involved in this study are last year undergraduates (N = 409) from several universities in Greater Jakarta. Data were analyzed using Multiple Linear Regression. Results showed that perceived social support predicted self-perceived employability positively and significantly. Results also showed that career self-management predicted self-perceived employability positively and significantly. Finally, this study found that career selfmanagement accounted for an additional 18% of the variance in self-perceived employability over and above perceived social support. Further research implications are discussed.