

## ABSTRAK

Dalam perkembangan revolusi industri 4.0 dan masuknya era revolusi 5.0 dunia kerja menghadapi persaingan yang semakin ketat, setiap pekerja lepas diharapkan memiliki kemampuan dalam menghadapi perkembangan dan persaingan dunia kerja. Untuk mengatasi hal itu perlu adanya kemampuan yang mendorong munculnya perkembangan kapasitas karier dalam menghadapi perubahan yang disebut dengan *hardiness*. Penelitian ini bertujuan untuk mengetahui hubungan *hardiness* dengan *career adaptability* pada pekerja lepas. Hipotesis penelitian yaitu ada hubungan positif antara *hardiness* dengan *career adaptability* pada pekerja lepas. Subjek penelitian ini adalah pekerja lepas dengan masa kerja kurang dari 1 tahun dengan jumlah subjek 100 orang. Pengumpulan data dilakukan dengan menggunakan skala *hardiness* dan skala *career adaptability*, yang memiliki koefisien reliabilitas sebesar 0,903 dan 0,920. Teknik analisis data yang digunakan adalah teknik analisis *pearson correlation*. Berdasarkan hasil penelitian, diperoleh koefisien korelasi 0,804 ( $p < 0,01$ ). Hal ini berarti ada hubungan positif antara *hardiness* dengan *career adaptability* pada pekerja lepas, dan menunjukkan bahwa variabel *hardiness* memiliki kontribusi sebesar 64,6% terhadap variabel *career adaptability*, sedangkan 35,4% dipengaruhi oleh faktor lain.

**Kata Kunci :** *career adaptability*, *hardiness*, pekerja lepas

## ABSTRACT

In the development of the industrial revolution 4.0 and the entry of the 5.0 revolution era, the world of work is facing increasingly fierce competition, every *freelancer* is expected to have the ability to face developments and competition in the world of work. To overcome this, it is necessary to have abilities that encourage the development of career capacities in the face of change, which is called *Hardiness*. This study aims to determine the relationship between *hardiness* and *Career Adaptability* in *freelancers*. The research hypothesis is that there is a positive relationship between *hardiness* and *Career Adaptability*. The subjects of this study were *freelancers* with less than 1 year of service with the subject of 100 people. Data was collected using a *hardiness* scale and a *Career Adaptability* scale, which have reliability coefficients of 0.903 and 0.920. The data analysis technique used is the Pearson correlation analysis technique. Based on the results of the study, obtained a correlation coefficient of 0.804 ( $p < 0.01$ ). This means that there is a positive relationship between *hardiness* and *Career Adaptability* in *freelancers*, and shows that the *hardiness* variable has a contribution of 64.6% to the *Career Adaptability* variable, while 35.4% is influenced by other factors.

**Keywords :** *career adaptability, hardiness, freelancers*