

Abstrak

Ketidaksiapan lulusan perguruan tinggi dalam menghadapi dunia kerja merupakan tantangan serius di tengah kompetisi pasar kerja yang semakin ketat. Salah satu faktor penting dalam menghadapi tantangan ini adalah adaptabilitas karier. Penelitian ini bertujuan untuk menguji hubungan antara *career search self-efficacy* dengan adaptabilitas karier pada mahasiswa *fresh graduate*. Responden dalam penelitian ini berjumlah 147 mahasiswa *fresh graduate* yang terdiri dari 64,6% perempuan dan 35,4% laki-laki, dengan rentang usia 21 hingga 27 tahun. Mayoritas berpendidikan akhir D4/S1 (91,8%) dan sebagian besar lulusan tahun 2024 (55,1%). Data dikumpulkan melalui alat ukur Career Adapt-Abilities Scale – Short Form (CAAS-SF) dan Career Search Efficacy Scale (CSES) yang kemudian dianalisis menggunakan korelasi Spearman's Rho. Hasil penelitian ini menunjukkan adanya hubungan positif yang signifikan antara *career search self-efficacy* dan adaptabilitas karier ($r = 0,780$, $p < 0,05$). Sebagian besar responden berada pada kategori sedang untuk *career search self-efficacy* (72,8%) dan adaptabilitas karier (48,3%). Hal ini menunjukkan bahwa semakin tinggi *career search self-efficacy* individu dalam pencarian kerja, maka semakin tinggi pula kemampuan adaptasi terhadap dinamika dunia kerja. Temuan ini menegaskan pentingnya penguatan *career search self-efficacy* sebagai dasar pengembangan *adaptabilitas karier*, khususnya pada dimensi kontrol dan kepercayaan diri.

Kata kunci: adaptabilitas karier, *career search self-efficacy*, mahasiswa *fresh graduate*

Abstract

The unpreparedness of university graduates to enter the workforce poses a serious challenge amidst the increasingly competitive labor market. One critical factor in addressing this issue is career adaptability. This study aims to examine the relationship between career search self-efficacy and career adaptability among fresh graduate students. The participants consisted of 147 fresh graduates, comprising 64.6% female and 35.4% male respondents, aged between 21 and 27 years. The majority held a D4/Bachelor's degree (91.8%) and most graduated in 2024 (55.1%). Data were collected using the Career Adapt-Abilities Scale – Short Form (CAAS-SF) and the career search self-efficacy Scale (CSSES), and analyzed using Spearman's Rho correlation. The results revealed a significant positive correlation between career search self-efficacy and career adaptability ($r = 0.780$, $p < 0.05$). Most respondents were categorized as moderate in both career search self-efficacy (72.8%) and career adaptability (48.3%). These findings indicate that higher levels of career search self-efficacy in job search activities are associated with greater adaptability in managing the demands and dynamics of the workforce. This underscores the importance of strengthening career search self-efficacy as a foundation for developing career adaptability, particularly in the dimensions of control and confidence.

Keywords: *career search self-efficacy, career adaptability, fresh graduates*