ABSTRAK

Mahasiswa Generasi Z menghadapi berbagai tantangan dalam mempersiapkan karier sehingga memerlukan adaptabilitas karir untuk menghadapi tuntutan dunia kerja. Salah satu faktor yang diduga berhubungan dengan adaptabilitas karir adalah kecerdasan emosional. Penelitian ini bertujuan mengetahui hubungan antara kecerdasan emosional dengan adaptabilitas karir pada mahasiswa Generasi Z. Hipotesis penelitian menyatakan terdapat hubungan positif antara kecerdasan emosional dan adaptabilitas karir. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Partisipan penelitian berjumlah 302 mahasiswa Generasi Z yang dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan menggunakan Skala Kecerdasan Emosional dan *Career Adapt-Abilities Scale* (CAAS) yang telah diadaptasi, kemudian dianalisis menggunakan uji korelasi *Pearson Product Moment*. Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara kecerdasan emosional dan adaptabilitas karir ($r = 0{,}303$; $p < 0{,}001$), sehingga hipotesis diterima. Koefisien determinasi ($r^2 = 0{,}092$) menunjukkan bahwa kecerdasan emosional berkontribusi sebesar 9,2% terhadap adaptabilitas karir. Temuan penelitian menunjukkan bahwa kecerdasan emosional merupakan salah satu faktor yang berhubungan dengan adaptabilitas karir pada mahasiswa Generasi Z.

Kata kunci: adaptabilitas karir, kecerdasan emosional**,** dan mahasiswa Generasi Z.

ABSTRACT

Generation Z college students face various challenges in preparing for their careers, making career adaptability essential for coping with workplace demands. Emotional intelligence is considered one of the factors associated with career adaptability. This study aimed to examine the relationship between emotional intelligence and career adaptability among Generation Z college students. The hypothesis proposed a positive relationship between emotional intelligence and career adaptability. A quantitative correlational design was employed. The participants consisted of 302 Generation Z college students selected through purposive sampling. Data were collected using the Emotional Intelligence Scale and the adapted Career Adapt-Abilities Scale (CAAS) and analyzed using the Pearson Product-Moment correlation test. The results revealed a significant positive relationship between emotional intelligence and career adaptability ($r = 0.303$; $p < 0.001$), supporting the proposed hypothesis. The coefficient of determination ($r^2 = 0.092$) indicated that emotional intelligence contributed 9.2% to career adaptability. The findings indicate that emotional intelligence is one of the factors associated with career adaptability among Generation Z college students.

Keywords: *career adaptability, emotional intelligence, Generation Z college students.*