

**PERAN *UNEMPLOYMENT NORMALIZATION FRESH GRADUATE* DI MASA
PANDEMI COVID-19 DENGAN *WELL-BEING***

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Abstract. The transition from students to workers has been very stressful for the fresh graduates who graduate during unemployment crisis due to COVID-19 pandemic. However, there is still lack of study and evidence on coping strategy for unemployment crisis in Indonesia. This study is aimed to investigate the role of unemployment normalization on well-being among fresh graduates in Indonesia. Data is collected online and targeted unemployed fresh graduates from across Indonesia (N=158), ranging from freshly graduated to unemployed after three years of graduate. Regression analysis was conducted to test independent variable and dependent variable. Results show that unemployment normalization plays a significant role on fresh graduates' well-being. In addition, this study also found that the length of unemployment shows different well-being results.

Keyword: *fresh graduate, unemployment, normalization, well-being*

Abstrak. Transisi dari mahasiswa menjadi pekerja sangat menegangkan bagi para *fresh graduate* yang lulus di masa krisis pengangguran akibat pandemi COVID-19. Namun, masih ada kekurangan studi dan bukti tentang *coping strategy* untuk krisis pengangguran di Indonesia. Penelitian ini bertujuan untuk mengetahui peran *unemployment normalization* (normalisasi pengangguran) terhadap *well-being* lulusan baru di Indonesia. Data dikumpulkan secara online dan menargetkan lulusan baru yang menganggur dari seluruh Indonesia (N=158), mulai dari yang baru lulus hingga yang menganggur setelah tiga tahun lulus. Analisis regresi dilakukan untuk menguji variabel bebas dan variabel terikat. Hasil menunjukkan bahwa *unemployment normalization* memainkan peran penting pada kesejahteraan lulusan baru. Selain itu, penelitian ini juga menemukan bahwa lama menganggur menunjukkan hasil kesejahteraan yang berbeda.

Kata kunci : *fresh graduate, unemployment, normalization, well-being*