

Abstract

Career success is the result of aligned interactions between organizational career management and individual career management. Individual career management begins with having a supportive mindset. This study tried to explore career mindset in the context of civil servants' career using the phenomenology approach. Research data was obtained by in-depth interviews with four civil servants. The data research were analyzed by involving several main processes, namely: epoche, phenomenological reduction, imaginative variation and synthesis of meaning and essences. The essence of Civil Servants' career mindset is illustrated by a metaphor "like buying a used car". The "buying a used car" mindset consists of three main themes: understanding that what is bought is not only the car but also the problem that the previous owner had; enjoy the effort to build little by little and have a long-term orientation about the final results of the car being built. In the context of civil servant career management, the mindset "like buying a used car" means having mental readiness to understand the career context of civil servants, trying to live a job and have a long-term orientation in building a career.

Keyword : Mindset, Career, Career Context, Career Management

Abstraksi

Kesuksesan karier adalah hasil dari interaksi yang selaras antara manajemen karier organisasi dengan manajemen karier individu. Manajemen karier individu diawali dengan dimilikinya mindset yang mendukung. Penelitian ini mencoba mengeksplorasi *mindset* karier dalam konteks karier PNS dengan menggunakan pendekatan fenomenologi. Data penelitian diperoleh dengan *in-depth interview* terhadap empat orang PNS. Data penelitian dianalisis dengan melibatkan beberapa proses inti, yaitu: *epoche, phenomenological reduction, imajinatif variation* serta *synthesis of meaning and essences*. Esensi dari *mindset* karier PNS digambarkan dengan satu metafor “bagaikan membeli mobil bekas”. Mindset “membeli mobil bekas” terdiri dari tiga tema utama : memahami bahwa yang dibeli bukan hanya mobil tapi juga masalah yang dimiliki oleh pemilik sebelumnya; menikmati upaya membangun sedikit demi sedikit dan memiliki orientasi jangka panjang tentang hasil akhir mobil yang sedang dibangun. Dalam konteks manajemen karier PNS, mindset “seperti membeli mobil bekas” berarti memiliki kesiapan mental untuk memahami konteks karier PNS, berupaya menjiwai pekerjaan dan memiliki orientasi jangka panjang dalam membangun karier.

Kata kunci : *Mindset*, Karier, Konteks Karier, Manajemen Karier