

Hubungan Entrepreneurial Mindset dengan Kinerja Individual pada Self- Employed Gen Z

Relationship between Entrepreneurial Mindset and Individual Work Performance in Self-Employed Gen Z

Rangga Bayu Prasetya¹, Galang Lufityanto²

Fakultas Psikologi Universitas Gadjah Mada

Abstract. *Gen Z who starts to join the workforce tend to start their career as an self-employed. Being a competent and successful self-employed requires an individual to have high resilience, required to be sensitive and recognize the opportunities around them, briefly having a good entrepreneurial mindset. This study aims to determine the relationship between entrepreneurial mindset and individual work performance of self-employed in generation Z. This study is a quantitative survey method. The instruments used were the College Student Entrepreneurial Mindset Scale (CS-EMS) and the Individual Work Performance Questionnaire (IWPQ). Participants in this study were 104 self-employed of generation Z. A statistical analysis used in this study is simple linear regression test. The results of the study stated that there is a significant relationship between the entrepreneurial mindset and the individual work performance of Gen Z self-employed with correlation $r=0.613$.*

Keywords: *entrepreneurial mindset, self-employed, work performance, gen Z*

Abstrak. Gen Z yang mulai memasuki dunia kerja cenderung memulai karir mereka sebagai *self-employed*. Menjadi *self-employed* yang berkompeten dan sukses mengharuskan seseorang memiliki resiliensi tinggi, dituntut menjadi peka dan mengenali kesempatan-kesempatan yang ada di sekitar mereka, dalam artian memiliki *entrepreneurial mindset* yang baik. Penelitian ini bertujuan untuk mengetahui hubungan *entrepreneurial mindset* dengan kinerja pada *self-employed* gen Z. Penelitian ini bersifat kuantitatif metode survei. Alat ukur yang digunakan adalah *College Students' Entrepreneurial Mindset Scale* (CS-EMS) dan *Individual Work Performance Questionnaire* (IWPQ). Partisipan dalam penelitian ini merupakan 104 *self-employed* yang tergolong pada generasi Z. Analisis data menggunakan uji regresi linear sederhana. Hasil penelitian menyatakan bahwa terdapat hubungan positif yang signifikan antara *entrepreneurial mindset* dengan kinerja pada *self-employed* gen Z dengan nilai korelasi sebesar $r=0.613$.

Kata kunci: *entrepreneurial mindset, kinerja, self-employed, gen Z*