



Peran Core Self-Evaluation terhadap Adaptabilitas Karir pada Fresh Graduate

The Role of Core Self-Evaluation on Career Adaptability among Fresh Graduate

Melika Azkia Najla¹, Isaac Jogues Kiyok Sito Meiyanto, Drs., Ph.D., Psikolog²

^{1,2}Fakultas Psikologi, Universitas Gadjah Mada

Abstract. The ability to adapt is one of the important aspect for fresh graduates in facing various challenges when entering an uncertain and an unstable work environment. The transitional period, characterized by changes in tasks and conditions from academic to the professional world demands new graduates to maximize their personal qualities. This study aims to examine the role of personality, specifically core self-evaluation (CSE), in career adaptability. The research employed a survey method involving 186 bachelor's degree graduates from various universities in Indonesia who recently started working in an organization. Career adaptability was measured using the Career Adapt-Ability Scale (CAAS), while CSE was measured using the Core Self-Evaluation Scale (CSES). Data analysis was conducted using simple linear regression, resulting in an $R= 0.322$, $\beta= 0.641$, $p<0.001$. The result indicating that CSE has a positive and significant effect on career adaptability.

Keywords: *Career adaptability, Core self-evaluation (CSE), Fresh graduate*

Abstrak. Kemampuan beradaptasi merupakan salah satu aspek penting bagi lulusan baru (*fresh graduate*) dalam menghadapi berbagai tantangan saat memasuki lingkungan kerja yang tidak pasti dan selalu berubah. Masa transisi berupa perubahan tugas dan kondisi dari perkuliahan ke dunia kerja menuntut lulusan baru untuk mampu memaksimalkan kualitas dirinya. Penelitian ini bertujuan untuk menguji peran kepribadian, yaitu *core self-evaluation* (CSE) terhadap adaptabilitas karir. Penelitian ini menggunakan metode survei dengan melibatkan 186 lulusan sarjana dari berbagai universitas di Indonesia yang baru bekerja di suatu organisasi. Adaptabilitas karir diukur dengan *Career Adapt-Ability Scale* (CAAS), sedangkan CSE diukur dengan *Core Self Evaluation Scale* (CSES). Analisis data dilakukan dengan regresi linear sederhana dengan hasil $R= 0.322$, $\beta= 0.641$, $p<0.001$, yang menunjukkan bahwa CSE berperan positif dan signifikan terhadap adaptabilitas karir.

Kata Kunci: *Adaptabilitas karir, Core self-evaluation (CSE), Lulusan Baru*