

Peran Orientasi Kepribadian *Anchor* dan *Career Anchor* terhadap *Career Adaptability* pada Pekerja karir mandiri

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**Abstract:** Personality orientation and career orientation play an important role in increasing an individual's ability and willingness to adapt in a career, especially for independent workers who build their careers without depending on agencies, industries, or organizations. Career adaptation is something that encourages independent workers to continue to survive and develop in their chosen career so that in the development of their career, independent workers are expected to be able to recognize their career orientation and personality orientation. The aim is to develop independent workers to be easily involve with the challenges during their career as independent workers. This research aims to examine the role of personality orientation based on Anchor theory and career orientation based on career anchors on career adaptability in independent workers. The research method used is a quantitative survey using purposive sampling as the sampling method. The results of the analysis (N=368) show that virtue personality orientation has the greatest role in career adaptability, then followed by materials orientation, self, then others. Furthermore, career orientation independence, managerial competence, entrepreneurial creativity, service, and pure challenge have a significant role in career adaptability. Independent workers with a virtue personality orientation complemented by a career orientation as above, independent workers will find it easier to adapt to their careers.

**Keywords:** *career adaptability, anchor personality, career anchor, freelance worker*

**Abstrak:** Orientasi kepribadian dan orientasi karir berperan penting dalam meningkatkan kemampuan dan kesediaan individu dalam beradaptasi karir terutama bagi para pekerja karir mandiri yang membangun karirnya tanpa bergantung pada instansi, industri, maupun organisasi. Beradaptasi karir merupakan hal yang mendorong pekerja karir mandiri untuk terus bertahan dan berkembang dengan karir yang dipilihnya sehingga dalam perjalanan karirnya, pekerja karir mandiri diharapkan mampu untuk mengenali orientasi karirnya dan orientasi kepribadiannya. Hal tersebut dimaksudkan agar pekerja karir mandiri mampu secara internal berdinamika dengan tantangan yang dihadapi selama berkarir menjadi pekerja karir mandiri. Penelitian ini bertujuan untuk menguji peran orientasi kepribadian berdasarkan teori *Anchor* dan orientasi karir berdasarkan *career anchor* terhadap *career adaptability* pada pekerja karir mandiri. Metode penelitian yang digunakan adalah kuantitatif *survey* dengan menggunakan *purposive sampling*. Hasil analisis (N=368) menunjukkan bahwa orientasi kepribadian *virtue* memiliki peran paling besar terhadap *career adaptability* yang kemudian disusul dengan orientasi *materials*, *self*, kemudian *others*. Lebih lanjut, orientasi karir *independence*, *managerial competence*, *entrepreneurial creativity*, *service*, dan *pure challenge* memiliki peran yang cukup terhadap *career adaptability*. Sehingga apabila pekerja karir mandiri memiliki orientasi kepribadian *virtue* dilengkapi dengan orientasi karir seperti di atas maka pekerja karir mandiri akan lebih mudah melakukan adaptasi karir.

**Kata kunci:** *career adaptability, anchor personality, career anchor, freelance work*