

## Peran Dimensi - Dimensi *Flourishing* di Organisasi Terhadap Kesiapan Kerja Anggota Organisasi Unit Kegiatan Mahasiswa Universitas Gadjah Mada

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**Abstract.** The unemployment rate among university graduates in Indonesia is influenced by various factors, including graduates' work readiness and employers' high expectations. Previous research has shown that psychological factors such as flourishing can affect graduates' work readiness. However, there has been limited research directly examining the relationship between job flourishing and work readiness in the context of student organizations. This study aims to investigate the role of job flourishing dimensions in the work readiness of students involved in Student Activity Units (UKM) at Universitas Gadjah Mada. A quantitative approach was employed in this study, involving 225 students and using multiple regression analysis. Data were collected through the Work Readiness Scale (WRS) and the Flourishing-at-Work Scale – Short Form (FAWS-SF), which were adapted to the context of student organizations. The analysis results showed that only the psychological well-being dimension had a significant effect on work readiness, while the other dimensions did not show significant influence. These findings highlight that work readiness is more affected by psychological factors, such as self-efficacy and career planning, rather than social or emotional aspects. Therefore, student organizations need to develop programs that enhance psychological well-being, such as career training, mentoring, and coaching, to support their members' work readiness.

**Keywords:** *Work Readiness, Students Organization, Job Flourishing*

**Abstrak.** Tingkat pengangguran lulusan perguruan tinggi di Indonesia dipengaruhi oleh berbagai faktor, termasuk kesiapan kerja lulusan dan ekspektasi pemberi kerja yang tinggi. Penelitian sebelumnya menunjukkan bahwa faktor-faktor psikologis seperti flourishing dapat mempengaruhi kesiapan kerja lulusan. Namun, hingga kini belum banyak penelitian yang secara langsung mengkaji hubungan antara job flourishing dan kesiapan kerja dalam konteks keorganisasian mahasiswa. Penelitian ini bertujuan untuk mengkaji peran dimensi-dimensi dalam job flourishing terhadap kesiapan kerja mahasiswa yang tergabung dalam Unit Kegiatan Mahasiswa (UKM) di

Universitas Gadjah Mada. Pendekatan kuantitatif digunakan dalam studi ini dengan melibatkan 225 mahasiswa dan menerapkan analisis regresi berganda. Data diperoleh melalui skala Work Readiness Scale (WRS) dan Flourishing-at-Work Scale – Short Form (FAWS-SF) yang telah disesuaikan dengan konteks organisasi mahasiswa. Hasil analisis menunjukkan bahwa hanya dimensi psychological well-being yang memiliki pengaruh signifikan terhadap kesiapan kerja, sedangkan dimensi lainnya tidak menunjukkan pengaruh yang signifikan. Temuan ini menegaskan bahwa kesiapan kerja lebih dipengaruhi oleh faktor psikologis, seperti efikasi diri dan perencanaan karier, dibandingkan dengan aspek sosial maupun emosional. Oleh karena itu, organisasi mahasiswa perlu mengembangkan program yang dapat meningkatkan psychological well-being, seperti pelatihan karier, mentoring, dan coaching, guna mendukung kesiapan kerja anggotanya.

**Keywords:** *Kesiapan Kerja, Organisasi Mahasiswa, Job Flourishing*