

**PENGARUH ADAPTABILITAS KARIER DAN *SELF-EFFICACY*
TERHADAP KESIAPAN KERJA MAHASISWA (STUDI KASUS PADA
MAHASISWA PROGRAM STUDI S1 MANAJEMEN ANGKATAN
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ABSTRAK

Perkembangan dunia kerja yang semakin dinamis di era Revolusi Industri 4.0 dan 5.0 menuntut lulusan perguruan tinggi memiliki kesiapan kerja yang memadai. Namun, fenomena pengangguran terdidik dan *skills mismatch* masih menjadi permasalahan di Indonesia. Data *Tracer Study* Universitas Pendidikan Ganesha Tahun 2025 menunjukkan bahwa hanya 32,87% lulusan yang telah terserap secara produktif di dunia kerja, sedangkan 59,63% lainnya masih berstatus belum bekerja atau sedang mencari kerja. Kondisi tersebut mengindikasikan bahwa kesiapan kerja mahasiswa masih menjadi isu yang perlu mendapat perhatian. Penelitian ini bertujuan untuk menganalisis pengaruh adaptabilitas karier dan *self-efficacy* terhadap kesiapan kerja mahasiswa Program Studi S1 Manajemen Angkatan 2022 Fakultas Ekonomi Universitas Pendidikan Ganesha. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian asosiatif. Populasi penelitian berjumlah 313 mahasiswa aktif Program Studi S1 Manajemen Angkatan 2022, dengan sampel sebanyak 80 responden yang ditentukan menggunakan teknik *purposive sampling*. Data dikumpulkan dengan menggunakan kuesioner dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa adaptabilitas karier dan *self-efficacy* secara simultan berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa. Secara parsial, adaptabilitas karier berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa. *Self-efficacy* juga berpengaruh positif dan signifikan terhadap kesiapan kerja mahasiswa. Hasil penelitian ini menunjukkan bahwa mahasiswa yang memiliki kemampuan beradaptasi terhadap perubahan karier serta keyakinan yang tinggi terhadap kemampuan dirinya cenderung memiliki kesiapan kerja yang lebih baik. Oleh karena itu, pengembangan adaptabilitas karier dan *self-efficacy* perlu menjadi perhatian bagi mahasiswa maupun perguruan tinggi melalui berbagai program pengembangan karier, pelatihan, dan pengalaman belajar yang mendukung kesiapan memasuki dunia kerja. Hasil penelitian ini juga dapat menjadi dasar bagi perguruan tinggi dalam merancang program pengembangan karier yang berfokus pada peningkatan adaptabilitas karier dan *self-efficacy* mahasiswa. Upaya tersebut diharapkan dapat meningkatkan kesiapan mahasiswa dalam menghadapi dunia kerja.

Kata kunci: adaptabilitas karier, kesiapan kerja mahasiswa, *self-efficacy*.

**THE INFLUENCE OF CAREER ADAPTABILITY AND SELF-EFFICACY
ON STUDENTS' WORK READINESS: A CASE STUDY OF
UNDERGRADUATE MANAGEMENT STUDENTS FROM
THE CLASS OF 2022, FACULTY OF ECONOMICS**

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ABTRACK

The increasingly dynamic labor market in the era of the Industrial Revolution 4.0 and Society 5.0 requires university graduates to possess adequate work readiness. However, educated unemployment and skills mismatch remain major challenges in Indonesia. Data from the 2025 Tracer Study of Ganesha University of Education indicate that only 32.87% of graduates have been productively employed, while the remaining 59.63% are either unemployed or actively seeking employment. These findings suggest that students' work readiness continues to be an issue requiring serious attention. This study aims to examine the influence of career adaptability and self-efficacy on the work readiness of undergraduate Management students from the 2022 cohort at the Faculty of Economics, Ganesha University of Education. This study employed a quantitative approach with an associative research design. The study population consisted of 313 active undergraduate Management students from the 2022 cohort, with a sample of 80 respondents selected using a purposive sampling technique. Data were collected through questionnaires and analyzed using multiple linear regression with the assistance of SPSS software. The findings reveal that career adaptability and self-efficacy simultaneously have a positive and significant influence on students' work readiness. Partially, career adaptability has a positive and significant influence on students' work readiness. Likewise, self-efficacy also has a positive and significant influence on students' work readiness. These findings indicate that students who are more adaptable to career-related changes and possess stronger confidence in their abilities tend to demonstrate higher levels of work readiness. Therefore, the development of career adaptability and self-efficacy should become a priority for both students and higher education institutions through career development programs, training activities, and learning experiences that support students' readiness to enter the workforce. Furthermore, the findings of this study may serve as a basis for higher education institutions in designing career development programs that focus on enhancing students' career adaptability and self-efficacy. Such efforts are expected to improve students' preparedness for entering the labor market.

Keywords: *career adaptability, students' work readiness, self-efficacy.*