

Abstrak

Career adaptability merupakan aspek psikologis penting untuk mencapai kesuksesan dan beradaptasi dalam ranah karier yang dapat berdampak dalam pendidikan seperti kepuasan akademik, prestasi akademik, kelelahan akademik dan motivasi rendah. Penelitian yang membahas tentang *career adaptability* pada pendidikan vokasi masih relative sedikit. Pendidikan pelayaran merupakan salah satu pendidikan vokasi. Bagi bangsa Indonesia, keberadaan pendidikan pelayaran sangat penting guna menyiapkan tenaga kerja yang profesional dan memiliki daya saing di bidang pelayaran, namun demikian penelitian tentang *career adaptability* pada taruna pelayaran masih belum ditemukan. Berangkat dari permasalahan tersebut tujuan penelitian ini adalah untuk menguji model *career adaptability* taruna pelayaran yang ditinjau dari faktor personal yaitu *self-regulation* dan *career self-efficacy*; dan faktor lingkungan yaitu *career congruence* dan dukungan sosial.

Penelitian ini menggunakan metode kuantitatif. Subyek penelitian adalah taruna pelayaran yang berjumlah 495 orang dengan teknik *convenience sampling*. Usia subyek berkisar antara 19-24 tahun dan sedang duduk di semester 2. Skala yang digunakan dalam penelitian ini adalah *Career Adapt-Abilities Scale (CAAS)*, *Multidimensional Scale of Perceived Social Support (MSPSS)*, *The Career Decision Making Self-Efficacy (CDMSE)*, *Self Regulation Scale (SRQ)* dan *The Adolescent-Parent Career Congruence Scale (APCC)*. Data dianalisis dengan metode *Structural Equation Modelling (SEM)* dengan menggunakan bantuan program Lisrel 8.7.

Hasil penelitian menunjukkan model *career adaptability* pada taruna pelayaran ini memiliki kesesuaian yang sangat baik dengan data pada responden taruna pelayaran. Hal ini membuktikan bahwa dukungan sosial, *career congruence*, *career self-efficacy* dan *self-regulation* memiliki kontribusi penting terhadap *career adaptability* taruna pelayaran. Hasil penelitian ini membuktikan bahwa dukungan sosial, *career congruence*, *self-regulation* memiliki pengaruh terhadap *career adaptability* melalui mediasi *career self-efficacy*. Temuan ini menunjukkan pentingnya *career self-efficacy* bagi taruna pelayaran guna meningkatkan *career adaptability*. Penelitian ini memiliki implikasi teoritis, yaitu teori perkembangan karier pada pendidikan tinggi pelayaran. Secara implikasi praktis diarahkan pada strategi peningkatan *career self-efficacy* guna meningkatkan *career adaptability*. Implikasi berikutnya adalah pemberian dukungan sosial, upaya meningkatkan ketrampilan regulasi diri dan *career congruence* antara orang tua dan anak yang diharapkan dapat mempengaruhi *career self-efficacy*, untuk kemudian diharapkan dapat meningkatkan *career adaptability* taruna pelayaran.

Kata kunci: *career adaptability*, *career congruence*, *career self-efficacy*, dukungan sosial, *self-regulation*, taruna pelayaran.

Abstract

Career adaptability is an important psychological aspect of achieving success and adapting in the career that can have an impact on education such as academic satisfaction, academic achievement, academic fatigue and low motivation. The research that discusses career adaptability in vocational education is still relatively few. Merchant marine education is a vocational education. For the Indonesian people, the existence of marine education is very important in order to prepare a professional and competitive workforce in the marine sector, however, research on career adaptability in marine cadets has yet to be found. The purpose of this study is to examine the career adaptability model of marine cadets in terms of personal factors, namely self-regulation and career self-efficacy; and environmental factors, namely career congruence and social support.

This research uses quantitative methods. The research subjects were 495 people of cadets using convenience sampling technique. The age of the subjects ranged from 19-24 years old and was sitting in semester 2. The scale used in this study was the Career Adapt-Abilities Scale (CAAS), the Multidimensional Scale of Perceived Social Support (MSPSS), The Career Decision Making Self-Efficacy (CDMSE), Self Regulation Scale (SRQ) and The Adolescent-Parent Career Congruence Scale (APCC). Data were analyzed using the Structural Equation Modeling (SEM) method using the Lisrel 8.7 program. The results showed that social support, career congruence, career self efficacy, self regulation contributed to career adaptability. Three hypotheses are not proven, namely the effect of social support with career adaptability, the effect of self-regulation with career adaptability and the effect of social support with career adaptability through self-regulation.

The results showed that the career adaptability model of marine cadets indicated an excellent fit to the data. This model showed that social support, career congruence, career self-efficacy and self-regulation have important contributions to the career adaptability of marine cadets. The results of this study showed that social support, career congruence, self-regulation have an influence on career adaptability through career self-efficacy mediation. These findings indicate the importance of career self-efficacy for marine cadets to increase career adaptability. This research has theoretical implications, namely the theory of career development in marine higher education. The practical implication is directed at the strategy to increase career self-efficacy in order to increase career adaptability. The next implication is the provision of social support, efforts to improve self-regulation skills and career congruence between parents and children which are expected to influence career self-efficacy, which is expected to increase the career adaptability of marine cadets.

Keywords: career adaptability, career congruence, career self-efficacy, social support, self-regulation, marine cadet.