

## DAFTAR ISI

|  |             |
|--|-------------|
| <b>SKRIPSI</b> .....   | <b>i</b>    |
| <b>SKRIPSI</b> .....   | <b>ii</b>   |
| <b>PERNYATAAN ORISINALITAS SKRIPSI</b> .....   | <b>iii</b>  |
| <b>KATA PENGANTAR</b> .....  | <b>iv</b>   |
| <b>ABSTRAK</b> .....   | <b>vi</b>   |
| <b>DAFTAR ISI</b> .....  | <b>viii</b> |
| <b>DAFTAR TABEL</b> .....  | <b>xi</b>   |
| <b>DAFTAR GAMBAR</b> .....   | <b>xii</b>  |
| <b>DAFTAR LAMPIRAN</b> .....   | <b>xiii</b> |
| <b>BAB 1 PENDAHULUAN</b> .....   | <b>1</b>    |
| 1.1    Latar Belakang.....   | 1           |
| 1.2    Rumusan Masalah .....   | 5           |
| 1.3    Tujuan Penelitian.....  | 6           |
| 1.4    Manfaat Penelitian.....   | 6           |
| 1.5    Sistematika Penulisan Skripsi.....  | 7           |
| <b>BAB 2 TINJAUAN PUSTAKA</b> .....  | <b>9</b>    |
| 2.1    Landasan Teori .....  | 9           |
| 2.1.1 <i>Career Construction Theory</i> .....  | 9           |
| 2.1.2 <i>Career Adaptability</i> .....   | 11          |
| 2.1.3 <i>Concern</i> .....   | 13          |
| 2.1.4 <i>Curiosity</i> .....   | 14          |
| 2.1.5 <i>Career Calling</i> .....  | 14          |
| 2.1.6 <i>Perceived Marketability</i> .....   | 17          |
| 2.1.6.1 <i>Perceived Internal Marketability</i> .....                                      | 18          |
| 2.1.6.2 <i>Perceived External Marketability</i> .....                                      | 18          |
| 2.2    Penelitian Terdahulu.....   | 19          |
| 2.2.1    Penelitian oleh Guo <i>et al.</i> , (2014) .....                                  | 19          |
| 2.2.2    Penelitian oleh Spurk <i>et al.</i> , (2015).....                                 | 21          |
| 2.3    Hipotesis .....   | 22          |
| 2.3.1    Pengaruh variabel <i>concern</i> terhadap <i>career calling</i> .....             | 22          |
| 2.3.2    Pengaruh variabel <i>curiosity</i> terhadap <i>career calling</i> .....           | 24          |
| 2.3.3    Pengaruh variabel <i>career calling</i> terhadap <i>career adaptability</i> ..... | 25          |

|   |   |           |
|---|---|-----------|
| 2.3.4                                   | Pengaruh variabel <i>career adaptability</i> terhadap <i>perceived internal marketability</i> ..... | 27        |
| 2.3.5                                   | Pengaruh variabel <i>career Adaptability</i> terhadap <i>perceived external marketability</i> ..... | 28        |
| 2.4                                     | Kerangka Berpikir .....   | 30        |
| <b>BAB 3 METODE PENELITIAN .....</b>    |   | <b>31</b> |
| 3.1                                     | Pendekatan Penelitian.....  | 31        |
| 3.2                                     | Identifikasi Variabel Penelitian .....  | 31        |
| 3.3                                     | Definisi Operasional Variabel .....   | 31        |
| 3.3.1                                   | <i>Concern</i> .....  | 31        |
| 3.3.2                                   | <i>Curiosity</i> .....  | 32        |
| 3.3.3                                   | <i>Career Calling</i> .....   | 32        |
| 3.3.4                                   | <i>Career Adaptability</i> .....  | 33        |
| 3.3.5                                   | Perceived Internal Marketability .....  | 34        |
| 3.3.6                                   | Perceived External Marketability.....   | 34        |
| 3.4                                     | Populasi dan Sampel.....  | 34        |
| 3.4.1                                   | Populasi .....  | 34        |
| 3.4.2                                   | Sampel.....   | 35        |
| 3.5                                     | Jenis dan Sumber Data .....   | 38        |
| 3.5.1                                   | Data primer.....  | 38        |
| 3.5.2                                   | Data sekunder.....  | 38        |
| 3.6                                     | Teknik Pengumpulan Data .....   | 39        |
| 3.7                                     | Teknik Analisis Data .....  | 39        |
| 3.7.1                                   | Partial Least Square (PLS) .....  | 39        |
| 3.7.1.1                                 | <i>Model Specification</i> .....  | 40        |
| 3.7.1.2                                 | <i>Outer Model Evaluation</i> .....   | 40        |
| 3.7.1.3                                 | <i>Inner Model Evaluation</i> .....   | 41        |
| 3.7.1.4                                 | Pengujian Hipotesis .....   | 41        |
| <b>BAB 4 HASIL DAN PEMBAHASAN .....</b> |   | <b>42</b> |
| 4.1                                     | Gambaran Umum Obyek Penelitian.....   | 42        |
| 4.1.1                                   | Karakteristik Responden .....   | 42        |
| 4.1.1.1                                 | Jenis Kelamin Responden.....  | 42        |
| 4.1.1.2                                 | Usia Responden .....  | 43        |
| 4.1.1.3                                 | Masa Kerja.....   | 43        |

|                       |  |           |
|-----------------------|--|-----------|
| 4.2                   | Analisis Model.....  | 44        |
| 4.2.1                 | Evaluasi outer model.....  | 45        |
| 4.3                   | Deskripsi Hasil Penelitian .....   | 47        |
| 4.3.1                 | Deskripsi Jawaban Responden.....   | 47        |
| 4.3.1.1               | Deskripsi Variabel <i>Concern</i> .....  | 48        |
| 4.3.1.2               | Deskripsi Variabel <i>Curiosity</i> .....  | 50        |
| 4.3.1.3               | Deskripsi Variabel <i>Career Calling</i> .....   | 51        |
| 4.3.1.4               | Deskripsi Variabel <i>Career Adaptability</i> .....  | 53        |
| 4.3.1.5               | Deskripsi Variabel <i>Perceived Internal Marketability</i> .....   | 55        |
| 4.3.1.6               | Deskripsi Variabel <i>Perceived External Marketability</i> .....   | 56        |
| 4.4                   | Evaluasi <i>Inner Model</i> .....  | 57        |
| 4.5                   | Pengujian Hipotesis .....  | 58        |
| 4.6                   | Pembahasan .....   | 61        |
| 4.6.1                 | Pengaruh variabel <i>concern</i> terhadap variabel <i>career calling</i> .....                               | 61        |
| 4.6.2                 | Pengaruh variabel <i>curiosity</i> terhadap variabel <i>career calling</i> .....                             | 63        |
| 4.6.3                 | Pengaruh variabel <i>career calling</i> terhadap variabel <i>career adaptability</i> .....                   | 64        |
| 4.6.4                 | Pengaruh variabel <i>career adaptability</i> terhadap variabel <i>perceived internal marketability</i> ..... | 65        |
| 4.6.5                 | Pengaruh variabel <i>career adaptability</i> terhadap variabel <i>perceived external marketability</i> ..... | 66        |
| <b>BAB 5</b>          | <b>SIMPULAN DAN SARAN.....</b>   | <b>68</b> |
| 5.1                   | Simpulan.....  | 68        |
| 5.2                   | Saran .....  | 68        |
| <b>DAFTAR PUSTAKA</b> | <b>.....</b>   | <b>71</b> |
|                       | <b>LAMPIRAN-LAMPIRAN</b>   |           |

**DAFTAR TABEL**

|            |  |
|------------|--|
| Tabel 3.1  | <i>Sample Size Recommendation in PLS-SEM for Statistical Power 80%</i> |
| Tabel 3.2  | Daftar Perguruan Tinggi  |
| Tabel 3.3  | Rincian Pengiriman dan Pengembalian Kuesioner                          |
| Tabel 4.1  | Karakteristik Responden Berdasarkan Jenis Kelamin                      |
| Tabel 4.2  | Karakteristik Responden Berdasarkan Usia                               |
| Tabel 4.3  | Karakteristik Responden Berdasarkan Masa Kerja                         |
| Tabel 4.4  | Hasil Uji Reliabilitas   |
| Tabel 4.5  | Kategori <i>Mean</i> Jawaban Responden                                 |
| Tabel 4.6  | Statistik Deskriptif Variabel <i>Concern</i>                           |
| Tabel 4.7  | Statistik Deskriptif Variabel <i>Curiosity</i>                         |
| Tabel 4.8  | Statistik Deskriptif Variabel <i>Career Calling</i>                    |
| Tabel 4.9  | Statistik Deskriptif Variabel <i>Career Adaptability</i>               |
| Tabel 4.10 | Statistik Deskriptif Variabel <i>Perceived Internal Marketability</i>  |
| Tabel 4.11 | Statistik Deskriptif Variabel <i>Perceived External Marketability</i>  |
| Tabel 4.12 | Nilai <i>R-Square</i>  |
| Tabel 4.13 | <i>Path Coefficient</i>  |

## DAFTAR GAMBAR

- Gambar 4.1 Model Awal
- Gambar 4.2 Model Akhir
- Gambar 4.3 Hasil Uji *Bootstrapping*

## DAFTAR LAMPIRAN

- Lampiran 1: Kuesioner Penelitian
- Lampiran 2: Tabulasi Hasil Kuesioner
- Lampiran 3: Nilai *Outer Loading* Indikator Putaran 1
- Lampiran 4: Nilai *Outer Loading* Indikator Putaran 2
- Lampiran 5: Nilai *Cross Loading*
- Lampiran 6: Hasil Uji PLS