

RELATIONSHIP BETWEEN CAREER ADAPTABILITY AND CAREER DECISION MAKING SELF-EFFICACY OF INDONESIAN NAVY SOLDIERS

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ABSTRACT

The phenomenon of differences in the career decision making of Navy soldiers in participating in strata transfer education required more in-depth knowledge by investigating the relationship between career adaptability and self-efficacy in making career decisions. This study aimed to determine the relationship between Career Adaptability (CA) and Career Decision Making Self-Efficacy (CDMSE) in Indonesian Navy soldiers. The research population was Indonesian Navy soldiers on the island of Java and samples were taken from the officer, non-commissioned, and enlisted strata using the accidental sampling method. The data were collected using an adaptation of the Career Adapt - Abilities Scale (CAAS) and Career Decision Self-Efficacy Scale - Short Form (CDSE-SF). Data analysis in this study used Pearson Correlation, T-test, and ANOVA. The results showed that there was a significant positive relationship between CA and CDMSE. The results also show that there are significant differences in CA and CDMSE between groups who are interested or not, strata of rank, and area of service.

Keywords: *Career Adaptability, Career Decision Making Self-Efficacy, Indonesian Navy soldiers.*

Hubungan Kemampuan Adaptasi Karir Dengan Efikasi Diri Pengambilan Keputusan Karir Prajurit TNI Angkatan Laut

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ABSTRAK

Adanya fenomena perbedaan pengambilan keputusan karir prajurit TNI Angkatan Laut dalam mengikuti pendidikan alih strata membutuhkan pengetahuan lebih mendalam dengan menyelidiki hubungan antara kemampuan adaptasi karir dengan efikasi diri pengambilan keputusan karir mereka. Penelitian ini bertujuan untuk mengetahui Hubungan Kemampuan Adaptasi Karir (KAK) dan Efikasi Diri Pengambilan Keputusan Karir (EDPKK) pada prajurit TNI Angkatan Laut. Populasi penelitian adalah prajurit TNI AL di Pulau Jawa dan sampel diambil dari strata Perwira, Bintara, dan Tamtama dengan metode *accidental sampling*. Pengumpulan data menggunakan adaptasi skala *Career Adapt - Abilities Scale (CAAS)* dan *Career Decision Self-Efficacy Scale - Short Form (CDSE-SF)*. Analisis data dalam penelitian ini menggunakan *Pearson Correlation*, *T-test*, dan ANOVA. Hasil penelitian menunjukkan adanya hubungan positif yang signifikan antara KAK dengan EDPKK. Hasil penelitian juga menunjukkan adanya perbedaan KAK dan EDPKK yang signifikan diantara kelompok yang berminat atau tidak, strata kepegangatan, dan wilayah kedinasan.

Kata Kunci: Kemampuan Adaptasi Karir, Efikasi Diri Pengambilan Keputusan Karir, TNI Angkatan Laut