

## ABSTRAK

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Program Studi : Psikologi

Judul Skripsi : *Hardiness* sebagai Mediator Hubungan antara *Organizational Climate* dan *Career Adaptability* pada Pekerja di Jabodetabek di Masa Endemi Covid-19

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Indonesia mulai memasuki fase endemi berdasar sejumlah indikator epidemiologi seperti *positivity rate* Covid-19 di bawah 3%. Pada masa transisi ini terdapat perubahan pola kerja dari WFH menjadi WFO kembali serta perubahan lainnya pada aturan dan kebijakan perusahaan. Perubahan ini tentunya menjadikan para pekerja memerlukan suatu faktor yang dapat membantu mereka menyesuaikan diri, dalam penelitian ini yakni *career adaptability*. Penelitian ini bertujuan untuk peran *hardiness* sebagai mediator hubungan antara *organizational climate* dan *career adaptability* pada pekerja di Jabodetabek di masa transisi endemi Covid-19. Penelitian ini menggunakan metode penelitian kuantitatif, analisis regresi mediasi menggunakan PROCESS V4.0 *Procedure for SPSS* oleh Andrew F. Hayes, dan teknik *convenience sampling*. Responden pada penelitian ini yakni pekerja di Jabodetabek yang bekerja selama masa endemi Covid-19 sejumlah 313 responden. Data dikumpulkan melalui alat ukur *Career Adapt-Abilities Scale-Short Form* (CAAS-SF) yang dikembangkan oleh Maggiori, Rossier, dan Savickas, skala *organizational climate* yang disusun oleh Putter, serta *Hardiness Resilience Gauge* (HRG) dari Bartone. Hasil penelitian menunjukkan bahwa *hardiness* mampu berperan sebagai mediator hubungan antara *career adaptability* dan *organizational climate* dimana nilai korelasi jalur *direct* melemah ketika adanya mediator dan jalur *indirect* memiliki nilai korelasi yang lebih tinggi. Penelitian ini diharapkan dapat menjadi acuan bagi pekerja ataupun perusahaan terkait pentingnya *career adaptability*, *organizational climate*, dan *hardiness* dalam memudahkan proses adaptasi, meningkatkan kinerja sehingga mampu mencapai tujuan perusahaan, serta bertahan di tengah ketidakpastian.

**Kata Kunci:** *career adaptability*, *organizational climate*, *hardiness*, transisi endemi, pekerja Jabodetabek

## ABSTRACT

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Study Program : Psychology

Title Thesis : *Hardiness as a mediator relationship between career adaptability and organizational climate on Jabodetabek workers during endemic transition of covid-19*

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*Indonesia has entered an endemic phase based on number of epidemical indicator such as Covid-19 positivity rate below 3%. During this transitional period there was a change in work patterns such from work from home to work from office like before and also some changes in company rules and policies. This circumstances makes workers need some factors that can help them to adjust, in this thesis, it's career adaptability. This study aims the role of hardiness as a mediator relationship between career adaptability and organizational climate on Jabodetabek workers during endemic transition of Covid-19. This study use quantitative research methods, mediation regression analysis using PROCESS V4.0 Procedure for SPSS by Andrew F. Hayes, and convenience sampling techniques. Respondents were workers in Jabodetabek who worked during endemic transition of Covid-19. Data was collected through Career Adapt-Abilities Scale-Short Form (CAAS-SF) developed by Maggiori, Rossier, and Savickas, the organizational climate scale compiled by Putter, and the Hardiness Resilience Gauge (HRG) from Bartone. The results of the study show that hardiness is able to role as a mediator in the relationship between career adaptability and organizational climate where the correlation value of the direct path weakens when the mediator exist and the indirect path has a higher correlation value. This research is expected to be a reference for workers or companies regarding the importance of career adaptability, organizational climate, and hardiness in order to support the adaptation process, improving performance so workers able to achieve company goals, and survive amid uncertainty.*

**Keywords:** *career adaptability, organizational climate, hardiness, endemic transition, Jabodetabek workers*