



## The Effect of Social Support, Emotional Intelligence and Self Efficacy on Career Adaptability

**Bagus Cahyono, Qristin Violinda, Noni Setyorini**

*Universitas PGRI Semarang, Indonesia*



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### ABSTRACT

This study aims to determine the effect of social support, emotional intelligence and self-efficacy on career adaptability. This study used a probability sampling technique with a purposive sampling method. Data processing used the SPSS version 25 program. The population used in this study were final semester students at PGRI University Semarang and the sample used was 100 respondents from various study programs at UPGRIS. Primary data by distributing questionnaires via google form. The results of the analysis and discussion show that there is a positive and significant influence between the Social Support variable (X1) on the Career Adaptability variable (Y) partially, with t count 2.405 > t table 1.984 with a significance level of 0.018 < 0.05. There is a positive and significant influence between the Emotional Intelligence variable (X2) on the Career Adaptability variable (Y) partially, with t count 2.448 > t table 1.984 with a significance level of 0.016 < 0.05. There is a positive and significant influence between the variables Self-Efficacy (X3) Career Adaptability (Y) partially, with t count 6.503 > t table 1.984 with a significance level of 0.000 < 0.05. There is a positive and significant influence between the variables Social Support (X1), Emotional Intelligence (X2) and Self-Efficacy (X3) on Career Adaptability (Y), with the F test results obtained an F value of 130,129 > F table 3.091 with a significance value of 0.000.

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## Introduction

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Having a brilliant career in the era of globalization like today, is a big challenge for the workforce such as students who will graduate from college or can be called fresh graduates. A graduating student should have qualifications that match what a company is looking for. Most of the Indonesian workforce employed does not have the necessary qualifications, according to the Indonesian Chamber of Commerce and Industry, or Kadin, as many as 52 percent of the workforce does not have qualifications. This was revealed by Sabda Putera Subekti, one of the chairmen of the permanent committee of the Indonesian Chamber of Commerce and Industry. It also has to do with how satisfied the industry is with employment. It also has to do with how satisfied the industry is with employment. "The most important thing we feel in the industry is that 52 percent of the workforce in Indonesia is underqualified," he said in the Long Meeting of Commission X of Higher Education with the Indonesian Chamber of Commerce and Sector (HIPMI), Tuesday, 17 January 2023.

The criteria for workers needed by companies today seem to be very demanding for their employees, where many companies need someone who has advantages both in terms of intelligence possessed and self-confidence and skills possessed by prospective workers, for that someone who wants to realize a career that has been planned from a long time ago then someone must learn in advance about what he must have to achieve the career. Career itself can be related to a field of work or a profession. A good and brilliant career is everyone's dream. It is important for everyone to determine what career to take and choose. A person's readiness to choose his career is known as the concept of career adaptability (Sisca & William Gunawan, 2015). Nowadays undergraduate graduates are not a guarantee for someone to get a job easily. Intense competition is one of the encouragements for a student to have more abilities and competencies than others so as not to be less competitive in the world of work later. Koen, Klehe and Vianen stated that preparing to enter the world of work is the key to success in entering the world of work (Sara & Idris, 2019).

The readiness of a person or individual in choosing a career or determining their job is known as the concept of career adaptability or called career adaptability. This adaptation is very important because it will be very useful in certain situations later. Ramadani et al., (2020) explained that career adaptability is a person's ability and readiness in transition, readiness to face existing tasks and trauma to a person both that is happening and what will happen in the future. Career adaptability will help individuals to find jobs, choose jobs that match their abilities, interests and talents. Career adaptability can widen a person's opportunity to find and get a job that suits him and increase career success and welfare (Turrahmi & Rakhmawati, 2020). Career adaptability is a person's readiness to face obstacles in a career transition period. The concept of career adaptability is a psychosocial construct that shows an individual's ability to cope with career development tasks, job transitions, and personal stress associated with job roles. There are several important dimensions in career adaptability including concern, confidence, control, curiosity.

Social support given to someone who is facing a problem, confusion and is looking for a solution to something that is being thought about will have a big impact because that person will have a strong urge to find and solve problems in that regard. This social support can come from various sources, such as family, friends, and people closest to you. In addition, this social support also affects a person in terms of determining what job or career to choose. If this person gets social support from both friends and family in terms of determining his career, then that person will not hesitate to learn or adapt to what career to choose. Conversely, if social support from family and friends is not obtained by someone who will determine his career, then that person will hesitate and consider constantly the career that will be taken and will result in career adaptability.

A person's emotional intelligence is the first internal factor to be tested in its effect on career adaptability. Emotional Intelligence as a part that makes a person intelligent in dealing with his emotions. It is further explained that human emotions lie in the realm of inner feelings, hidden instincts and emotional feelings which, when recognized and respected, will bring emotional

intelligence to a deeper and complete understanding of self and others (Hafsah et al., 2022). Emotional intelligence brings together important personal and intrapersonal relationships, adaptability, mood, and stress management skills that have a major impact on student learning. Emotional intelligence also plays a career support role, including predicting Career Adaptability (Nugraheni et al., 2017).

Self-efficacy is the second internal factor tested for internal variables or factors that affect career adaptability. Self-efficacy is the perception that a person is capable of doing something important to achieve his goals. This includes the feeling of knowing what needs to be done and also being able to do it emotionally. The self-efficacy factor becomes important in one's career, in whose implementation a person can continue his career thanks to career self-efficacy (Sara & Idris, 2019) Self-efficacy in career decision making is important because if a student does not have confidence in his or her own ability to choose a particular career, then after graduation the student will have no idea about his field of work and will usually go with the flow. Problems will arise in someone who is not independent in their career choices after graduation, where someone is forced to choose qualifications that are not in accordance with their field, or forced to choose expertise that is not in accordance with their competencies (Nabilah & Indianti, 2019).

Looking at the results of the Initial Survey and Open Unemployment Rate by District / City and Education Level in Central Java, it can be seen that there are still many higher education graduates who have not found a job and from the initial survey there are still many students who have not thought about their careers and lack confidence and readiness in determining their careers. This must be known and found solutions to the problem and what can affect so that a person is able to determine his career and make career adaptations in accordance with his competence and desires.

This research focuses on Final Semester Students of PGRI Semarang University. Final semester students are chosen because Final Semester Students are prospective workers who will go through a transition moment from the world of learning or studying to the world of work, besides that final semester students must also immediately prepare for careers after their studies are completed. Final Semester students are considered to have field experience and are familiar with conditions or see a glimpse of the world of work even though they only do it in internship activities.

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## Literature Review

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### Career Adaptability

Nugraheni et al., (2017) explained that Adaptability in the context of Education is the beginning of a person's career. Career adaptability is defined as related to a person's ability to complete and prepare for tasks, transitions, and trauma in work roles to some degree that can change their social outlook (Husna et al., 2018). If all the adaptations that have been described earlier are done and applied by someone who will look for a career, most likely that person will have no difficulty in finding a career that suits him, besides that someone is also easy to cope with new tasks that have never been done before and easily adapts to his new environment

### Career Adaptability Indicators

Career adaptability indicators from Savickas & Porfeli, (2012) where there are four indicators used to assess career adaptability, including: 1. Care. Orientation on the future of the individual, career coaching, career planning and career development of one's one. 2. Control. A person's attitude in decision making, discipline and firmness and responsibility he has. 3. Curiosities. Leads to one's desire in career, learning new things and practicing those new things. 4. Confidence. An individual's belief in his career, hard work, and unyielding attitude

### Emotional Intelligence

Emotional intelligence is the ability to recognize the emotions of oneself and others, to motivate

oneself and handle well the emotions in oneself and in relationships with others (Azhar & Aprilia, 2018). Good emotional intelligence will make it easier for a person to recognize themselves and others, be able to read every situation that exists and facilitate adaptation to others and their environment

### Indicators of emotional intelligence

There are indicators of emotional intelligence, Dalam (Wibowo, 2017) while the indicators of emotional intelligence are as follows: a. Mood regulation is the management of emotions that make it easier to achieve goals by managing one's own conditions, impulses, and resources. b. Social skills are intelligence in responding to responses desired by others. c. The use of emotions is an emotional tendency that delivers or facilitates the achievement of goals and objectives. d. Emotional assessment is knowing one's own condition, likes, resources, and intuition.

### Social Support

Social support is comfort provided from friends and family physically and mentally (Widyastuti, 2013). Social support is attention from others that shows that a person is loved, cared for, valued, respected, and involved in communication networks and reciprocal obligations As many people provide social support, it will make a person's life healthy (Sara & Idris, 2019).

### Social Support Indicators

Zimet, (1988) stated that indicators of social support include: 1. Family Support Family support is social support felt by individuals who come from family members including father, mother, grandfather, grandmother, brother, sister, uncle, and aunt to assist individuals in making decisions, telling problems and meeting emotional needs. 2. Friend Support Friend support is support felt by individuals who come from friends and friends in the individual's social environment to help in daily activities, can be relied on to help with work, where to share problems and talk about problems that are being faced. 3. Support of the closest person Support of the closest person is the support received by someone who comes from people who are considered special in someone's life.

### Self-efficacy

Career self-efficacy is the perception that a person is capable of doing something useful to achieve his goals. Everything will be done based on feelings and emotional self to do everything to be achieved immediately. The self-efficacy factor becomes important in a student's career if someone does it, because the influence of this self-efficacy in a student will be able to continue trying to achieve his career choices in the future (Sara & Idris, 2019).

### Self-efficacy indicators

Indicators of self-efficacy according to Taylor & Betz, (1983) are as follows: 1. Self-assessment The ability to measure self-desire, ability, ambition, have a strong goal. 2. Collect job information See new jobs that fit current trends, look for information that is relevant to the job. 3. Target selection focus Set career goals, interests, and individual abilities to create job options that match what they want. 4. Planning The ability to understand and organize a series of steps necessary for the job. 5. Problem solving Ability to solve challenges in career decision making

### Research Hypothesis

A hypothesis is a temporary answer to a problem statement that still needs to be proven. Hypotheses as follows: The following is an arrangement of hypotheses based on the development of thinker framework theory:

H1: Allegedly Social Support Affects Career Adaptability

H2: Allegedly Emotional Intelligence Affects Career Adaptability

H3: It is suspected that Self-Efficacy affects Career Adaptability.

H4: It is suspected that social support, emotional intelligence and self-efficacy affect career

adaptability

**Method, Data, and Analysis**

**Research Design**

Research is a process or activity that is carried out systematically, logically, and plans to collect, process, analyze data, and conclude using certain methods or techniques to find answers to problems that arise (Abdullah, 2015). This study used a type of quantitative research. Quantitative research is research used in revealing symptoms holistically-contextually through collecting data from natural settings by utilizing researchers as key instruments (Sunarsi, 2021). The data collection method in this study used questionnaires. This research was conducted to determine the influence of social support, emotional intelligence, self-efficacy on career adaptability (case study on final semester students of PGRI Semarang University).

**Population**

A population is a collection of units that will be examined for characteristic characteristics, and if the population is too large, then the researcher must take a sample (part of the population) to be studied. Thus, it means that the population is the entire target that should be studied, and it is in that population that the results of the study will be applied (Abdullah, 2015). The population in this study is the final semester students of PGRI Semarang University.

**Samples**

The sample is the part or sum of the characteristics possessed by the population, part or representative of the population studied (Sugiyono, 2013). By examining a sample, a researcher can draw generalizable conclusions. If the population is large, then the researcher can use samples taken from that population.

**Data collection techniques**

The sampling technique to be used is to use purposive sampling, which is a technique of selecting samples based on expert and scientific considerations and this technique also provides special provisions to match the characteristics needed for the analysis process. The sampling criteria in this study are final semester students of PGRI Semarang University which consists of the Class of 2017 to 2019 who are still active students of PGRI Semarang University with a population of 3384 students with a level of error or longitude taken by researchers of 10% (0.1). Then the sample used to represent the population is by using purposive sampling, then the sample in this study is 97.12 which will be rounded up to 100 students.

**Result and Discussion**

**Validity Test**

Validity test is a research instrument that can be used to evaluate an item, statement or point of view in a questionnaire. If the calculated r value > the table r value with a tolerance value of 0.05, then the question item can be said to be valid. Similarly, if the value of r count < the value of r of the table of the questionnaire question item in question is indicated as invalid. In general, the formula used to calculate r table is  $df=n-2$ , n is the number of samples. So in this study  $df=100-2 = 98$  with a significance level of 5% or 0.05, then the table r is known, which is 0.1966. The following are the results of this research validity test:

Variable	Items	R count	R table	Items	Significance value	Significant degree	Information
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Social Support (X1)	X1.1	0,784		X1.1	0,000		Valid
	X1.2	0,749		X1.2	0,000		Valid
	X1.3	0,794	0,1966	X1.3	0,000		Valid
	X1.4	0,806		X1.4	0,000	0,05	Valid
	X1.5	0,795		X1.5	0,000		Valid
	X1.6	0,823		X1.6	0,000		Valid
Emotional Intelligence (X2)	X2.1	0,790		X2.1	0,000		Valid
	X2.2	0,757		X2.2	0,000		Valid
	X2.3	0,681		X2.3	0,000	0,05	Valid
	X2.4	0,750		X2.4	0,000		Valid
	X2.5	0,761		X2.5	0,000		Valid
	X2.6	0,778	0,1966	X2.6	0,000		Valid
	X2.7	0,765		X2.7	0,000		Valid
	X2.8	0,816		X2.8	0,000		Valid
Self-efficacy (X3)	X3.1	0,733		X3.1	0,000		Valid
	X3.2	0,759		X3.2	0,000		Valid
	X3.3	0,750		X3.3	0,000		Valid
	X3.4	0,757		X3.4	0,000		Valid
	X3.5	0,747		X3.5	0,000		Valid
	X3.6	0,670	0,1966	X3.6	0,000		Valid
	X3.7	0,771		X3.7	0,000		Valid
	X3.8	0,810		X3.8	0,000	0,05	Valid
	X3.9	0,796		X3.9	0,000		Valid
	X3.10	0,661		X3.10	0,000		Valid
Career Adaptability (Y)	Y1.1	0,53		Y1.1	0,000		Valid
	Y1.2	0,813		Y1.2	0,000		Valid
	Y1.3	0,775		Y1.3	0,000		Valid
	Y1.4	0,841		Y1.4	0,000	0,05	Valid
	Y1.5	0,844	0,1966	Y1.5	0,000		Valid
	Y1.6	0,780		Y1.6	0,000		Valid
	Y1.7	0,865		Y1.7	0,000		Valid
	Y1.8	0,835		Y1.8	0,000		Valid

Based on the data in table above, it can be concluded that for each variable indicator Social Support, Emotional Intelligence, Self-Efficacy and Adaptability has an r value calculated  $> r$  table (0.1966). So the variations, Social Support (X1), Emotional Intelligence (X2), and Self-Efficacy (X3) and Career Adaptability (Y) are all said to be valid

### Reliability Test.

A reliable instrument is an instrument that when used several times to measure the same object will still produce the same data. In this study, the reliability testing used was Cronbach's Alpha technique with the help of the SPSS IMB program. The basis for decision making in the reliability test is that the Cronbach Alpha value is  $> 0.06$ , then the questionnaire or questionnaire is considered realistic or comsisten, and if the Cronbach Alpha value is  $< 0.06$ , the questionnaire is not reliable or inconsistent

Variable	Result	Information
Social Support	0,881	Reliabel
Emotional Intelligence	0,896	Reliabel
Self-efficacy	0,910	Reliabel
Career Adaptability	0,933	Reliabel

Based on the table above, a value of 0.0881 is obtained for the Social Support variable which value is greater than 0.60. Then the Emotional Intelligence variable has a value of 0.896 where the value is greater than 0.60. The self-efficacy variable has a value of 0.910 and Career Adaptability has a

value of 0.933 where this value is also greater than 0.60. So it can be known that the variables Social Support, Emotional Intelligence, Self-Efficacy, Career Adaptability are declared reliable because they have a value of > of 0.60

**Normality Test**

The normality test aims to test whether in the regression model the dependent variable, confounding or residual variable has a normal distribution or not, with graph analysis and statistical tests (Ghozali, 2018). Testing the normality of data can be done with graphs and using Kolmogorov Smirnov's One Sample with criteria, If the significant value > 0.05 then it can be stated that the residual distribution of the research data is normal, otherwise If the significant value < 0.05 then it can be stated that the residual distribution of the research data is abnormal. Here are the normality test results:

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		100
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.31671679
Most Extreme Differences	Absolute	.069
	Positive	.050
	Negative	-.069
Test Statistic		.069
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on the table, it can be concluded that the data in this study can be said to be normally distributed and meet the assumption of normality. This can be proven by looking at the value of A symp.sig (2-tailed) using the one-sample kolmogrov-smirnov test method showing the value of 0.200 > 0.05.

**Multicollinearity Test**

Multicollinearity test to test whether the regression model found a correlation between independent variables, a good regression model should not have a correlation between independent variables (Ghozali, 2018). To test multicollinearity in this study is to use the value of tolerance and variance inflation factor (VIF). The criteria in concluding the VIF test are: If the tolerance value is more than 0.1 or equal to VIF > 10, multicollinearity occurs, and vice versa, if the tolerance value is less than 0.1 or equal to VIF < 10, multicollinearity occurs. Here are the results of the multicollinearity test:

Coefficients <sup>a</sup>		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.651	1.718		.379	.706		
	X1	.249	.103	.191	2.405	.018	.326	3.071
	X2	.205	.084	.199	2.448	.016	.312	3.207

X3	.491	.076	.563	6.503	.000	.274	3.650
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Based on the table, it can be seen that all variable items have a tolerance value of > 0.10, this can be proven by the tolerance value of the Social Support variable (X1) of 0.326, the tolerance value of the Emotional Intelligence variable (X2) of 0.312, the tolerance value of the Self-Efficacy variable (X3) of 0.274. While a variable item can be said to be valid if the VIF value < 10, it can be seen from the multicollinearity test that the VIF value for the Social Support variable (X1) is 3.071, the VIF value of the Emotional Intelligence variable is 3.207, and the VIF value of the Self-Efficacy variable (X3) is 3.650. Then all variable items do not occur symptoms of multicollinearity because they have a tolerance value of > 0.10 and a VIF value of < 10.

**Heteroscedasticity Test**

The heteroscedasticity test aims to test whether in the regression model there are variances of inequality from one observational residual to another observational residual. Detection of the presence or absence of heteroscedasticity can be done with the Glejser test by looking at the level of significance of the regression results of absolute residual values. The regression model is said to contain no heteroscedasticity if the significance value > 0.05 then heteroscedasticity does not occur.

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.991	1.020		1.952	.054
	X1	-.081	.061	-.224	-1.325	.188
	X2	.163	.050	.567	3.284	.001
	X3	-.088	.045	-.360	-1.955	.054

a. Dependent Variable: ABS\_RES

The heteroscedasticity test aims to test whether in the regression model there are variances of inequality from one observational residual to another observational residual. Detection of the presence or absence of heteroscedasticity can be done with the Glejser test by looking at the level of significance of the regression results of absolute residual values. The regression model is said to contain no heteroscedasticity if the significance value > 0.05 then heteroscedasticity does not occur. Here are the results of the glacier test

**Multiple Linear Analysis**

Multiple linear regression analysis serves to determine how much influence several independent variables (variables of work discipline, occupational safety, occupational health, and work environment) on the dependent variable (work productivity). Multiple regression model is a regression analysis technique used to examine the effect of two or more independent variables on the dependent variable with an interval measurement scale:

		Coefficients <sup>a</sup>					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	.651	1.718		.379	.706		
	X1	.249	.103	.191	2.405	.018	.326	3.071
	X2	.205	.084	.199	2.448	.016	.312	3.207
	X3	.491	.076	.563	6.503	.000	.274	3.650

Based on the table obtained multiple linear regression equations as follows:

$$Y = \alpha + B_1X_1 + B_2X_2 + B_3X_3 + e$$

$$Y = 0,651 + 0,249 X_1 + 0,205 X_2 + 0,491 X_3$$

From the regression equation that has been formed as above, it can be interpreted that:

1. The constant value has a value of 0.651 which means that if the variables Social Support (X1), Emotional Intelligence (X2) and Self-Efficacy (X3) are considered constant, then the average career adaptability is 0.651.
2. The value of the regression coefficient of the Social Support variable (X1) has a positive value of 0.249. This shows that if work discipline increases by 1%, then the Career Adaptability variable (Y) will increase by 0.249 assuming that other independent variables are considered constants. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.
3. The coefficient value for the Emotional Intelligence variable (X2) has a positive value of 0.205. This shows that if work safety increases by 1%, then the Career Adaptability variable (Y) will increase by 0.205 assuming that other independent variables are considered constant. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.
4. The regression coefficient value for the Self-Efficacy variable (X3) has a positive value of 0.491. This shows that if occupational health increases by 1%, then the Career Adaptability variable (Y) will increase by 0.491 assuming that other independent variables are considered constants. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.

#### **Test T (Partial)**

The t test is used to test the significance of the effect of the independent variable (X) on the dependent variable (Y) partially. In detail the results of t count are described in the following table:

##### 1. Social Support Variables

From the results of regression calculations in the table above, the calculated t value for the Social Support variable is  $2.405 > t$  table  $1.984$  with a significance level of  $0.018 < 0.05$ . This means that there is a positive and significant influence between Social Support variables on Career Adaptability.

##### 2. Emotional Intelligence Variables

From the results of regression calculations in the table above, the calculated t value for the Social Support variable is  $2.448 > t$  table  $1.984$  with a significance level of  $0.016 < 0.05$ . This means that there is a positive and significant influence between the variables of Emotional Intelligence on Career Adaptability.

##### 3. Self-efficacy variables

From the results of regression calculations in the table above, the calculated t value for the Self-Efficacy variable is  $6.503 > t$  table  $1.984$  with a significance level of  $0.000 < 0.05$ . This means that there is a positive and significant influence between the variables of Self-Efficacy on Career Adaptability.

#### **Stimultan Test (F Test)**

The F test is used with the aim of knowing how far the independent or independent variables together can affect the dependent or bound variable. The independent variable (X) has a significant effect on the dependent variable (Y) if the F value is calculated  $> F$  table or if the significant value is  $< 0.05$ . Here are the test results from Test F.

		ANOVA <sup>a</sup>				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2160.760	3	720.253	130.129	.000 <sup>b</sup>
	Residual	531.350	96	5.535		
	Total	2692.110	99			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

From the results of the F test, a calculated F value of 130,129 > F table of 3.091 with a significance value of 0.000. The F value is positively signed and the resulting significance value is less than 0.05. Thus, it can be concluded that Social Support, Emotional Intelligence and Self-Efficacy have a positive and significant effect on Career Adaptability so that H4 is accepted

### Test Coefficient of Determination (R2)

The coefficient of determination test is a test to measure the ability of the model to the level of relationship between the independent variable and the dependent variable. Or the extent to which the role of the independent variable affects the dependent variable (Ghozali, 2018). Here are the results of testing the coefficient of determination R2. The following are the results of the R2 Coefficient of Determination Test:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.896 <sup>a</sup>	.803	.796	2.35264

a. Predictors: (Constant), X3, X1, X2

Based on the table shows that the test results of the coefficient of determination have an R Square value of 0.803. So it can be concluded that the variables Social Support, Emotional Intelligence and Self-Efficacy affect Career Adaptability by 80.3% while the remaining 19.7% comes from other variables outside the model that were not studied in this study.

## Conclusion

The purpose of this study is to determine the level of Work Readiness of S1 Students in Semarang. Based on the analysis and discussion carried out with multiple linear regression, it can be concluded as follows:

1. There is a positive and significant influence between the Social Support variable (X1) and the Career Adaptability variable (Y) partially, with t count 2.405 > t table 1.984 with a significance level of 0.018 < 0.05.
2. There was a positive and significant influence between the Emotional Intelligence variable (X2) and the Career Adaptability variable (Y) partially, with t count 2.448 > t table 1.984 with a significance level of 0.016 < 0.05.
3. There is a positive and significant influence between the variables Self-Efficacy (X3) Career Adaptability (Y) partially, with t count 6.503 > t table 1.984 with a significance level of 0.000 < 0.05.
4. There is a positive and significant influence between the variables Social Support (X1), Emotional Intelligence (X2) and Self-Efficacy (X3) on Career Adaptability (Y), with the results of the F test obtained an F value of 130,129 > F table 3.091 with a significance value of 0.000.
5. The results showed that the results of the coefficient of determination test had an R Square value of 0.803. So it can be concluded that the variables Social Support, Emotional Intelligence and Self-Efficacy affect Career Adaptability by 80.3% while the remaining 19.7% comes from other variables outside the model that were not studied in this study.

### Suggestion

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Based on the explanation of the conclusions above, suggestions can be taken as follows:

1. For the Next Researcher

It is hoped that this research can add insight and knowledge to fellow researchers and it is hoped that further research can be developed further related to the influence of career adaptability. Where the variables of the researcher can then add or use other variables that do not yet exist in this study such as personality, work value, educational institutions so that these variables can expand the research network to the variable Career Adaptability.

2. For Students

It is expected for students who are already in the final semester to be ready to determine their future careers, make career adaptations in the form of finding information related to careers that will be desired and adapt to new environments later when they are working. Always have a strong self-confidence in achieving the desired career and always make yourself better than before by learning new things, being able to control self-emotions and asking for support both from family, friends and closest people because no matter how small the support obtained will strengthen our spirit in achieving careers in the future.

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