

Abstrak

Memasuki dunia kerja untuk pertama kalinya merupakan fase transisi yang penuh tantangan bagi *fresh graduate*. Ketidaksesuaian antara ekspektasi semasa kuliah dengan realitas pekerjaan kerap memunculkan tekanan psikologis dan kebingungan arah karier, sehingga adaptabilitas karier menjadi kemampuan yang krusial untuk dimiliki. Penelitian ini bertujuan mengetahui pengaruh *proactive personality* dan *perceived organizational support* (POS) terhadap adaptabilitas karier pada *fresh graduate* UIN Sunan Gunung Djati Bandung yang telah bekerja. Penelitian menggunakan pendekatan kuantitatif dengan metode regresi linier berganda pada 282 responden yang diperoleh melalui teknik *incidental sampling*. Hasil penelitian menunjukkan bahwa *proactive personality* dan POS secara simultan berpengaruh signifikan terhadap adaptabilitas karier (sig. < 0.001, $R^2 = 0.416$). Secara parsial, *proactive personality* berkontribusi sebesar 38,5% dan POS sebesar 3,1%. Faktor internal berupa kepribadian proaktif terbukti lebih dominan dibandingkan faktor eksternal dalam membentuk adaptabilitas karier *fresh graduate*.

Kata Kunci : *Adaptabilitas Karier, Proactive Personality, Perceived Organizational Support, Fresh Graduate*

Abstract

Entering the workforce for the first time is a challenging transition for fresh graduates. Mismatches between academic expectations and workplace reality often lead to psychological distress and career confusion, making career adaptability a crucial capability. This study aimed to examine the effects of proactive personality and perceived organizational support (POS) on career adaptability among employed fresh graduates of UIN Sunan Gunung Djati Bandung. A quantitative approach with multiple linear regression was employed on 282 respondents obtained through incidental sampling. Results indicated that proactive personality and POS simultaneously had a significant effect on career adaptability (sig. < .001, $R^2 = .416$). Partially, proactive personality contributed 38.5% and POS contributed 3.1%. Internal factors in the form of proactive personality proved more dominant than external factors in shaping fresh graduates' career adaptability.

Keywords : *Career Adaptability, Fresh Graduate, Perceived Organizational Support, Proactive Personality*

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