

The Strategy of Starting Career for New Graduates During Covid-19

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ABSTRAK

Background: Pandemics are large-scale epidemics that hit millions of people in different countries, and even spread throughout the world. As a result of the impact of the Covid-19 pandemic caused economies around the world to shrink. Fears of getting a job and keeping an existing job are becomes difficult. This raises career-related anxiety to all labors and job seekers. The availability of employment in the middle of the pandemic is currently a problem that is not only experienced by employees who are victims of layoffs, but also fresh graduates.

Objectives: This research was conducted to find out what are the challenges and how the strategy used by fresh graduates when starting a career during the Covid-19 pandemic.

Methods : This study uses qualitative method with phenomenological approach. Data collection techniques using in-depth interviews. Data analysis using Interpretative Phenomenological Analysis (IPA) techniques. Criteria for fresh graduate participants who successfully started their careers during the Covid-19 pandemic.

Results: It was found that the challenge for fresh graduates in starting their careers during the Covid-19 pandemic was the difficulty of getting a job due to reduced job vacancies, lack of external support, fear of failure. The strategy for fresh graduates in starting a career during the Covid-19 pandemic is to having career goals, creative problem solving, add new knowledge and skills, having a hardiness personality, and having social capital.

Conclusions and Suggestions: The strategies carried out for fresh graduates in starting their careers during the Covid-19 pandemic are having career goals, creative problem solving, adding new knowledge and skills, having a hardiness personality, and having social capital.

Keyword: Career Strategy, fresh graduate, Covid-19 pandemic.

Strategi Berkarir Pada *Fresh Graduate* di Masa Pandemi Covid-19

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ABSTRAK

Latar Belakang : Pandemi merupakan epidemi skala besar yang melanda jutaan orang di berbagai negara, dan bahkan menyebar keseluruh dunia. Akibat dari dampak pandemi Covid-19 menyebabkan perekonomian diseluruh dunia menyusut. Ketakutan tentang mendapatkan pekerjaan dan mempertahankan pekerjaan yang ada menjadi sulit. Hal ini menimbulkan Kecemasan terkait karir dalam pikiran tenaga kerja saat ini maupun tenaga kerja masa depan. Ketersediaan lapangan kerja ditengah pandemi saat ini menjadi problematika yang bukan hanya dialami oleh karyawan korban PHK saja, namun juga lulusan-lulusan baru (*fresh graduate*).

Tujuan : Penelitian dilakukan untuk mengetahui apa saja yang menjadi tantangan dan bagaimana strategi yang digunakan *fresh graduate* saat memulai karir di masa pandemi Covid-19.

Metode : Penelitian ini menggunakan metode kualitatif dengan pendekatan fenomenologi. Teknik pengumpulan data dengan menggunakan wawancara mendalam. Analisis data menggunakan teknik *Interpretative Phenomenological Analysis* (IPA). Kriteria partisipan *fresh graduate* yang berhasil memulai karirnya di masa pandemi Covid-19.

Hasil : Didapatkan hasil bahwa tantangan *fresh graduate* dalam memulai karir di masa pandemi Covid-19 adalah sulit mendapatkan pekerjaan karna berkurangnya lowongan pekerjaan, kurangnya dukungan eksternal, ketakutan akan kegagalan (*fear of failure*). Strategi *fresh graduate* dalam memulai karir di masa pandemi Covid-19 adalah memiliki tujuan karir, *creative problem solving*, menambah pengetahuan dan keterampilan baru, memiliki kepribadian *hardiness*, dan memiliki modal sosial.

Kesimpulan dan Saran : Strategi yang dilakukan pada *fresh graduate* dalam memulai karirnya di masa pandemi Covid-19 yaitu memiliki tujuan karir, *creative problem solving*, menambah pengetahuan dan keterampilan baru, memiliki kepribadian *hardiness*, dan memiliki modal sosial.

Kata Kunci : Strategi karir, *fresh graduate*, pandemi Covid-19.

