

HUBUNGAN *PSYCHOLOGICAL CAPITAL* DENGAN KESIAPAN KERJA MAHASISWA UNIVERSITAS JAMBI YANG MENGIKUTI PROGRAM MSIB 5

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ABSTRAK

LATAR BELAKANG : *Psychological capital* adalah komponen psikologis yang mendorong perilaku positif dalam diri individu untuk meningkatkan kinerjanya. Lulusan harus memiliki modal psikologis yang kuat karena tempat kerja mereka yang baru akan penuh dengan tuntutan dan tantangan.

TUJUAN : Tujuan dari penelitian ini adalah untuk menguji hubungan antara *psychological capital* (*hope*, *self efficacy*, *resilience*, dan *optimism*) dengan kesiapan kerja pada mahasiswa Universitas Jambi yang telah menyelesaikan Program MSIB 5.

METODE : Penelitian ini menggunakan teknik kuantitatif korelasional dan melibatkan 113 responden yang merupakan mahasiswa Universitas Jambi alumni MSIB 5. Teknik pengambilan sampel dengan *purposive sampling*, bersama instrumen *psychological capital* dan kesiapan kerja. Data penelitian dianalisis dengan menggunakan *Partial Least Squares Structural Equation Modelling* (PLS-SEM).

HASIL : Temuan penelitian menunjukkan bahwa *psychological capital* memiliki pengaruh positif dan signifikan ($r^2 = 0,715$). Ditemukan bahwa *hope* tidak berpengaruh signifikan terhadap kesiapan kerja (T-statistik 1,457 dan P-values sebesar 0,146), sedangkan *self efficacy* dan kesiapan kerja berpengaruh positif dan signifikan (T-statistik 3,518 dan P-values 0,000), *resilience* dengan kesiapan kerja tidak berpengaruh signifikan (T-statistik 0,132 dan P-values 1,386), dan *optimism* dengan kesiapan kerja berpengaruh signifikan (T-statistik 13,116 dan P-values 0,002).

KESIMPULAN : Terdapat hubungan positif dan signifikan antara dimensi *self efficacy* dan *optimism* terhadap kesiapan kerja. Meskipun *hope* dan *resilience* tidak berpengaruh positif dan signifikan terhadap kesiapan kerja. Namun nilai *effect size* (F^2) *hope* (0.025) dan *resilience* (0.049) menunjukkan bahwa *hope* dan *resilience* tetap berkontribusi terhadap munculnya kesiapan kerja meski tergolong dalam tingkatan yang lemah.

Kata kunci : *Psychological Capital*, Kesiapan Kerja, MSIB 5, Magang.

THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND WORK READINESS OF JAMBI UNIVERSITY STUDENTS WHO PARTICIPATED IN MSIB 5

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ABSTRACT

BACKGROUND : Psychological capital is a psychological component that drives positive behavior in individuals to improve their performance. Graduates must have strong psychological capital because their new workplace will be full of demands and challenges.

OBJECTIVE : The purpose of this study was to examine the relationship between psychological capital (hope, self-efficacy, resilience, and optimism) with work readiness in Jambi University students who have completed the MSIB 5 Program.

METHOD : This study used correlational quantitative techniques and involved 113 respondents who were Jambi University students who were MSIB 5 alumni. The sampling technique was purposive sampling, with psychological capital and work readiness instruments. The research data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM).

RESULTS : The research findings show that psychological capital has a positive and significant influence ($r^2 = 0.715$). It was found that hope had no significant effect on work readiness (T-statistic 1.457 and P-values of 0.146), while self efficacy and work readiness had a positive and significant effect (T-statistic 3.518 and P-values 0.000), resilience with work readiness had no significant effect (T-statistic 0.132 and P-values 1.386), and optimism with work readiness had a significant effect (T-statistic 13.116 and P-values 0.002).

CONCLUSION : There is a positive and significant relationship between the dimensions of self-efficacy and optimism on work readiness. Although hope and resilience do not have a positive and significant effect on work readiness. However, the effect size (F^2) value of hope (0.025) and resilience (0.049) shows that hope and resilience still contribute to the emergence of work readiness even though it is classified as a weak level.

KEYWORDS : Psychological Capital, Work Readiness, MSIB 5, Internship.

