

## DAFTAR ISI

|                                                                                                                                     |             |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------|
| <b>HALAMAN JUDUL .....</b>                                                                                                          | <b>i</b>    |
| <b>HALAMAN PERSEMBAHAN .....</b>                                                                                                    | <b>ii</b>   |
| <b>HALAMAN PENGESAHAN .....</b>                                                                                                     | <b>iii</b>  |
| <b>HALAMAN PENGUJIAN .....</b>                                                                                                      | <b>iv</b>   |
| <b>HALAMAN PERSETUJUAN .....</b>                                                                                                    | <b>vi</b>   |
| <b>KATA PENGANTAR.....</b>                                                                                                          | <b>vii</b>  |
| <b>DAFTAR ISI.....</b>                                                                                                              | <b>x</b>    |
| <b>DAFTAR GAMBAR .....</b>                                                                                                          | <b>xii</b>  |
| <b>DAFTAR TABEL .....</b>                                                                                                           | <b>xiii</b> |
| <b>DAFTAR LAMPIRAN .....</b>                                                                                                        | <b>xiv</b>  |
| <b>ABSTRAK .....</b>                                                                                                                | <b>xv</b>   |
| <b>ABSTRACT .....</b>                                                                                                               | <b>xvi</b>  |
| <b>BAB I     PENDAHULUAN.....</b>                                                                                                   | <b>1</b>    |
| 1.1    Latar Belakang.....                                                                                                          | 1           |
| 1.2    Rumusan Masalah.....                                                                                                         | 6           |
| 1.3    Tujuan Penelitian .....                                                                                                      | 7           |
| 1.4    Manfaat Penelitian .....                                                                                                     | 7           |
| <b>BAB II    TINJAUAN PUSTAKA.....</b>                                                                                              | <b>8</b>    |
| 2.1    Adaptabilitas Karir ( <i>Career Adaptability</i> ) .....                                                                     | 8           |
| 2.1.1 Definisi Adaptabilitas karir ( <i>Career Adaptability</i> ).....                                                              | 8           |
| 2.1.2 Aspek-aspek Adaptabilitas karir ( <i>Career Adaptability</i> )....                                                            | 9           |
| 2.1.3 Faktor yang Mempengaruhi Adaptabilitas karir ( <i>Career Adaptability</i> ) .....                                             | 9           |
| 2.2    Pelatihan <i>Self-Efficacy</i> .....                                                                                         | 12          |
| 2.2.1 Definisi <i>Self-Efficacy</i> .....                                                                                           | 12          |
| 2.2.2 Definisi Pelatihan <i>Self-Efficacy</i> .....                                                                                 | 13          |
| 2.2.3 Aspek-aspek <i>Self-Efficacy</i> .....                                                                                        | 13          |
| 2.2.4 Dampak <i>Self-Efficacy</i> .....                                                                                             | 16          |
| 2.3    Pengaruh Pemberian Pelatihan <i>Self-Efficacy</i> untuk Meningkatkan Adaptabilitas Karir ( <i>Career Adaptability</i> )..... | 19          |
| 2.4    Hipotesis .....                                                                                                              | 23          |
| <b>BAB III   METODE PENELITIAN .....</b>                                                                                            | <b>24</b>   |
| 3.1    Jenis dan Metode Penelitian .....                                                                                            | 24          |
| 3.2    Waktu dan Tempat Penelitian .....                                                                                            | 24          |
| 3.3    Populasi dan Sampel Penelitian .....                                                                                         | 24          |
| 3.4    Variabel Penelitian .....                                                                                                    | 26          |
| 3.5    Definisi Operasional .....                                                                                                   | 26          |

|               |                                                                                                                        |           |
|---------------|------------------------------------------------------------------------------------------------------------------------|-----------|
|               | 3.5.1 Adaptabilitas Karir .....                                                                                        | 26        |
|               | 3.5.2 Pelatihan <i>Self-Efficacy</i> .....                                                                             | 27        |
|               | 3.6 Manipulasi Variabel Independen .....                                                                               | 27        |
|               | 3.7 Desain Penelitian .....                                                                                            | 30        |
|               | 3.8 Metode Pengumpulan Data.....                                                                                       | 30        |
|               | 3.9 Metode Analisis Data.....                                                                                          | 32        |
|               | 3.10 Prosedur Pelaksanaan Penelitian .....                                                                             | 33        |
| <b>BAB IV</b> | <b>HASIL DAN PEMBAHASAN.....</b>                                                                                       | <b>38</b> |
|               | 4.1 Hasil.....                                                                                                         | 38        |
|               | 4.1.1 Data Demografi Subjek Penelitian.....                                                                            | 38        |
|               | 4.1.2 Data Hasil Penelitian.....                                                                                       | 39        |
|               | 4.1.3 Uji Asumsi.....                                                                                                  | 41        |
|               | 4.1.4 Uji Hipotesis.....                                                                                               | 42        |
|               | 4.1.5 Uji Tambahan <i>Paired Sample T-test Pre-test Post-test</i><br>Berdasarkan Aspek-aspek Adaptabilitas Karir ..... | 43        |
|               | 4.1.6 Hasil Evaluasi <i>Learning</i> .....                                                                             | 46        |
|               | 4.1.7 Hasil Evaluasi <i>Reaction</i> .....                                                                             | 47        |
|               | 4.2 Pembahasan Hasil Penelitian.....                                                                                   | 49        |
| <b>BAB V</b>  | <b>PENUTUP.....</b>                                                                                                    | <b>60</b> |
|               | 5.1 Kesimpulan .....                                                                                                   | 60        |
|               | 5.2 Saran .....                                                                                                        | 60        |
|               | <b>DAFTAR PUSTAKA.....</b>                                                                                             | <b>62</b> |
|               | <b>LAMPIRAN.....</b>                                                                                                   | <b>66</b> |

## DAFTAR GAMBAR

|                                                                                                       |    |
|-------------------------------------------------------------------------------------------------------|----|
| <b>Gambar 1</b> Dinamika Pengaruh Aspek <i>Self-Efficacy</i> Terhadap Aspek Adaptabilitas Karir ..... | 19 |
| <b>Gambar 2</b> Rancangan <i>one group pre-test post-test design</i> .....                            | 30 |
| <b>Gambar 3</b> Grafik t tabel .....                                                                  | 42 |
| <b>Gambar 4</b> Grafik <i>Pre-test Post-test</i> Aspek <i>Career Concern</i> .....                    | 44 |
| <b>Gambar 5</b> Grafik <i>Pre-test Post-test</i> Aspek <i>Career Control</i> .....                    | 45 |
| <b>Gambar 6</b> Grafik <i>Pre-test Post-test</i> Aspek <i>Career Curiosity</i> .....                  | 45 |
| <b>Gambar 7</b> Grafik <i>Pre-test Post-test</i> Aspek <i>Career Confidence</i> .....                 | 46 |

## DAFTAR TABEL

|                                                                                                                             |    |
|-----------------------------------------------------------------------------------------------------------------------------|----|
| <b>Tabel 1</b> Faktor yang Mempengaruhi Adaptabilitas Karir Berdasarkan Penelitian Terdahulu.....                           | 10 |
| <b>Tabel 2</b> Dampak <i>Self-Efficacy</i> Berdasarkan Penelitian Terdahulu .....                                           | 16 |
| <b>Tabel 3</b> Kategorisasi Adaptabilitas Karir (N=30) .....                                                                | 25 |
| <b>Tabel 4</b> Kategorisasi Skor Adaptabilitas Karir (N=30) .....                                                           | 25 |
| <b>Tabel 5</b> <i>Rundown</i> Pemberian Perlakuan (Pelatihan <i>Self-Efficacy</i> ) .....                                   | 28 |
| <b>Tabel 6</b> <i>Blue Print</i> Skala Adaptabilitas Karir CAAS-SF ( <i>Career Adapt-Abilities Scale-Short Form</i> ) ..... | 31 |
| <b>Tabel 7</b> Persiapan Penelitian.....                                                                                    | 34 |
| <b>Tabel 8</b> Pelaksanaan Penelitian.....                                                                                  | 36 |
| <b>Tabel 9</b> Deskripsi Subjek.....                                                                                        | 38 |
| <b>Tabel 10</b> Deskripsi Data Adaptabilitas Karir.....                                                                     | 39 |
| <b>Tabel 11</b> Kategorisasi Skor Adaptabilitas Karir <i>Pre-test</i> dan <i>Post-test</i> .....                            | 40 |
| <b>Tabel 12</b> Skor Adaptabilitas Karir (N=7) .....                                                                        | 40 |
| <b>Tabel 13</b> Uji Normalitas (N=7).....                                                                                   | 41 |
| <b>Tabel 14</b> Uji <i>Paired Sample T-test Pre-test</i> dan <i>Post-test</i> Skala Adaptabilitas Karir (N=7).....          | 42 |
| <b>Tabel 15</b> Uji <i>Paired Sample T-test Pre-test</i> dan <i>Post-test</i> Aspek-aspek Adaptabilitas Karir (N=7) .....   | 43 |
| <b>Tabel 16</b> Hasil Evaluasi <i>Learning</i> Subjek Sebelum dan Sesudah Diberikan Pelatihan.....                          | 46 |
| <b>Tabel 17</b> Hasil Evaluasi <i>Reaction</i> Subjek Mengenai Materi dan Pemateri .....                                    | 47 |
| <b>Tabel 18</b> Hasil Evaluasi <i>Reaction</i> Subjek Mengenai Kegiatan .....                                               | 47 |
| <b>Tabel 19</b> Hasil Evaluasi <i>Reaction</i> Subjek Mengenai Kegiatan .....                                               | 48 |
| <b>Tabel 20</b> Hasil Evaluasi <i>Reaction</i> Subjek Mengenai Kegiatan .....                                               | 48 |

## DAFTAR LAMPIRAN

|                                                                                                                |     |
|----------------------------------------------------------------------------------------------------------------|-----|
| <b>Lampiran 1</b> Sebaran Data Awal Subjek Penelitian Mahasiswa Tingkat Akhir Universitas Bhakti Kencana ..... | 66  |
| <b>Lampiran 2</b> Modul Pelatihan <i>Self-Efficacy</i> untuk Meningkatkan Adaptabilitas Karir .....            | 69  |
| <b>Lampiran 3</b> Materi Pelatihan .....                                                                       | 96  |
| <b>Lampiran 4</b> CV <i>Trainer</i> .....                                                                      | 109 |
| <b>Lampiran 5</b> Lembar Instrumen Penelitian ( <i>Reaction</i> ) .....                                        | 110 |
| <b>Lampiran 6</b> Data Hasil <i>Reaction</i> .....                                                             | 112 |
| <b>Lampiran 7</b> Instrumen Penelitian ( <i>Learning</i> ) .....                                               | 114 |
| <b>Lampiran 8</b> Data Hasil <i>Learning</i> .....                                                             | 118 |
| <b>Lampiran 9</b> Lembar Instrumen Penelitian ( <i>Behavior</i> ) .....                                        | 119 |
| <b>Lampiran 10</b> Data Hasil <i>Behavior</i> .....                                                            | 122 |
| <b>Lampiran 11</b> Lembar Daftar Hadir Peserta Pelatihan <i>Self-Efficacy</i> .....                            | 123 |
| <b>Lampiran 12</b> Lembar <i>Informed Consent</i> .....                                                        | 124 |
| <b>Lampiran 13</b> Hasil <i>Worksheet</i> Tugas ( <i>Johari Windows</i> ) .....                                | 131 |
| <b>Lampiran 14</b> Hasil <i>Worksheet</i> Tugas (SMART) .....                                                  | 133 |
| <b>Lampiran 15</b> Hasil KlipS.M.A.R.T .....                                                                   | 135 |
| <b>Lampiran 16</b> Dokumentasi Pelatihan <i>Self Efficacy</i> .....                                            | 137 |
| <b>Lampiran 17</b> Hasil Olah Data JASP Uji Normalitas <i>Shapiro-Wilk</i> .....                               | 138 |
| <b>Lampiran 18</b> Hasil Olah Data JASP Uji Hipotesis <i>Paired Simple T-test Pre-test Post-test</i> .....     | 139 |
| <b>Lampiran 19</b> Kartu Bimbingan Skripsi .....                                                               | 142 |
| <b>Lampiran 20</b> Hasil Turnitin .....                                                                        | 144 |
| <b>Lampiran 21</b> Daftar Riwayat Hidup .....                                                                  | 145 |