

ABSTRAK

Tingginya tingkat persaingan di pasar kerja serta ketidakseimbangan antara jumlah lulusan perguruan tinggi dan lapangan kerja yang tersedia memicu timbulnya kecemasan karier (*career anxiety*) pada mahasiswa Fakultas Ekonomi dan Bisnis. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *career anxiety* terhadap *career readiness* dengan *career adaptability* sebagai variabel mediasi dan *perceived employability* sebagai variabel moderasi. Mengacu pada *Career Construction Theory* (CCT) dan *Social Cognitive Career Theory* (SCCT), penelitian ini menggunakan pendekatan kuantitatif kausal. Responden penelitian berjumlah 216 mahasiswa Fakultas Ekonomi dan Bisnis Universitas Trunojoyo Madura. Pengumpulan data dilakukan melalui penyebaran kuesioner, kemudian dianalisis menggunakan metode Partial Least Squares-Structural Equation Modeling (PLS-SEM). Hasil pengujian *outer model* menunjukkan bahwa seluruh instrumen penelitian memenuhi kriteria validitas konvergen, validitas diskriminan, dan reliabilitas konstruk. Hasil pengujian *inner model* menunjukkan bahwa *career anxiety* berpengaruh negatif dan signifikan terhadap *career adaptability* serta *career readiness*. Selanjutnya, *career adaptability* berpengaruh positif dan signifikan terhadap *career readiness* serta terbukti memediasi secara parsial pengaruh *career anxiety* terhadap *career readiness*. Selain itu, *perceived employability* berpengaruh positif dan signifikan terhadap *career readiness*, namun tidak mampu memoderasi hubungan antara *career adaptability* dan *career readiness*. Temuan ini menunjukkan bahwa semakin tinggi tingkat kecemasan karier mahasiswa, maka semakin rendah tingkat adaptabilitas dan kesiapan karier yang dimiliki. Sebaliknya, peningkatan kemampuan adaptasi karier dan persepsi terhadap kelayakan kerja dapat meningkatkan kesiapan karier mahasiswa. Hasil penelitian ini memberikan implikasi bahwa perguruan tinggi perlu mengembangkan program yang mampu menurunkan kecemasan karier sekaligus meningkatkan kemampuan adaptasi karier dan persepsi kelayakan kerja mahasiswa dalam menghadapi transisi menuju dunia kerja.

Kata Kunci: *Career Anxiety*, *Career Readiness*, *Career Adaptability*, *Perceived Employability*.

ABSTRACT

The increasing level of competition in the labor market and the imbalance between the number of university graduates and the availability of employment opportunities have contributed to the emergence of career anxiety among students of the Faculty of Economics and Business. This study aims to examine and analyze the effect of career anxiety on career readiness, with career adaptability as a mediating variable and perceived employability as a moderating variable. Based on the Career Construction Theory (CCT) and the Social Cognitive Career Theory (SCCT), this study employed a quantitative causal research approach. The respondents consisted of 216 students from the Faculty of Economics and Business, Universitas Trunojoyo Madura. Data were collected through a questionnaire and analyzed using the Partial Least Squares-Structural Equation Modeling (PLS-SEM) method. The results of the outer model assessment indicated that all research instruments met the criteria for convergent validity, discriminant validity, and construct reliability. The results of the inner model analysis revealed that career anxiety had a significant negative effect on both career adaptability and career readiness. Furthermore, career adaptability had a significant positive effect on career readiness and partially mediated the relationship between career anxiety and career readiness. In addition, perceived employability had a significant positive effect on career readiness, but it did not significantly moderate the relationship between career adaptability and career readiness. These findings indicate that higher levels of career anxiety are associated with lower levels of career adaptability and career readiness among students. Conversely, greater career adaptability and higher perceived employability contribute to improved career readiness. The findings imply that higher education institutions should develop programs aimed at reducing career anxiety while enhancing students' career adaptability and perceived employability to better prepare them for the transition from higher education to the workforce.

Keywords: Career Anxiety, Career Readiness, Career Adaptability, Perceived Employability.