

BUILDING CAREER ADAPTABILITY: THE IMPACT OF OPTIMISM AND CAREER ASPIRATIONS AMONG NEW EMPLOYEES IN SEMARANG

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Abstract. This study aims to determine the influence of optimism and career aspirations on career adaptability in new employees in Semarang City. Optimism in this study is understood as an individual's belief that positive things will happen in the future, so that individuals have hope and readiness to face challenges. Career aspirations refer to the goals, plans, and career directions that individuals want to achieve. Career adaptability is an individual's ability to adjust and respond to demands and changes in the work environment. The population in this study were new employees in various job sectors, with a sample of 116 respondents obtained through a purposive sampling technique. The measuring instruments used included the Optimism Scale, Career Aspiration Scale, and Career Adaptability Scale that had met the criteria for validity and reliability, and data analysis was carried out using multiple linear regression. The results of the study showed that optimism had a positive and significant effect on career adaptability with a regression coefficient of 1.531, t-value = 6.851, and $p = 0.000$ ($p < 0.05$). Career aspirations also had a positive and significant effect with a regression coefficient of 0.265, t-value = 3.731, and $p = 0.000$ ($p < 0.05$). The simultaneous test showed a calculated F value of 36.485 with $p = 0.000$ ($p < 0.05$) so that both variables together had a significant effect on career adaptability. This finding confirms that optimism and career aspirations provide an effective contribution to increasing career adaptability, with optimism being the most dominant variable.

Keywords: career adaptability; optimism; career aspirations; new employees

I. INTRODUCTION

Entering the workforce in this fast-paced era is no easy feat. Career is a crucial aspect of an individual's life [1], especially for those entering the workforce. In this context, career is a challenge that every individual must face as part of their development [2]. These challenges become even more pronounced in the early stages when individuals enter the workforce as new employees. They are faced with changes in routine, professional demands, and expectations from superiors and colleagues (Narulita & Meiyanto, 2014). For new employees, the adaptation process is a crucial stage in building a solid foundation, requiring readiness, resilience, and a mature self-awareness of their career journey [3].

According to data from the Central Statistics Agency (2025), the number of people working as laborers, employees, or staff in February 2025 was recorded at 54,060,115. This figure represents an increase compared to February 2024, which was 52.96 million people, or an increase of approximately 1.1 million workers. Furthermore, data from the Central Statistics Agency (BPS) of Semarang City (2025) shows that the number of people working as laborers, employees, or staff in 2024 was recorded at 544,649 people. Based on this data, it can be concluded that the increase in workforce participation is not only occurring nationally but also at the city level. The number of workers entering the

workforce and contributing to various industrial sectors is improving

According to Bauer et al. (2007), new employees often face a critical transition period called organizational socialization, which involves adapting to the organization's culture, tasks, and coworkers. During this adaptation process, new employees transition from outsider to insider status, with challenges such as adapting to organizational culture, understanding work roles, and building social relationships in a new environment. The International Labour Organization (2020) emphasized that new graduates generally face difficulties adapting to their work roles. Similarly, N. S. Putri (2024) stated that employees face significant challenges in adapting to the digital era, which demands technological mastery and rapid learning abilities. Failure to adapt can impact performance and career outcomes. These abilities are part of career adaptability, which is crucial for an individual's success in navigating the dynamics of the workplace.

Career adaptability is an individual's ability to respond and adjust to career changes and evolving job demands [5]. The ability to adapt quickly to changes, both in technology and the work environment, is crucial for new employees to survive, thrive, and achieve job satisfaction [6]. According to Maree (2017), career adaptability encompasses psychosocial abilities and skills to adjust and make changes within oneself

and situations in order to be able to face tasks, transitions, and challenges in career exploration and adjustment. For new employees, career adaptability is crucial because they are still in the process of career development and adjustment [5]. Career adaptability plays a role in influencing one's career development, as employees need to adjust to changes that may occur in their work environment [8].

Savickas (2013) explains that career adaptability is composed of four dimensions: career concern, the ability to think about and plan for a future career. Individuals with career concern will strive to prepare the steps needed to achieve career goals. Career control, the ability to have a sense of responsibility, not being easily swayed by the current, and being strong in their career decisions. Career curiosity, the ability to openly learn and try new things to broaden knowledge and experience, is crucial for employee career adaptability, as it allows for greater flexibility and readiness to face changes in the workplace. Finally, career confidence, the belief in one's ability to overcome challenges and obstacles, is crucial. Individuals with high career confidence are more willing to take risks and confident in handling any situation that arises, allowing them to continue to advance in their careers. These four dimensions support each other and play a vital role in helping individuals adapt to challenges and changes in their careers.

Employees with good career adaptability will demonstrate an open and adaptive attitude, possessing a high level of positivity, making it easier for them to collaborate with colleagues and superiors in the work environment [10]. Meanwhile, employees who lack career adaptability are likely to experience career apathy, face dilemmas in career decision-making, have career expectations that do not align with reality, and face various other obstacles that hinder their career development [5]. Thus, new employees in the company are expected to be able to adapt to existing changes and develop good adaptability skills to be better prepared to face new tasks in their roles.

Several factors influence career adaptability, according to research conducted by Othman et al. (2018), namely resilience, optimism, and hope. Optimism is a crucial factor in determining job success [12]. Valentino & Himam (2013) emphasized that optimism is a crucial factor that encourages employees to maintain a positive attitude and confidence in achieving their career goals.

The influence of optimism can also foster employee commitment to work continuously within an organization (Saleem et al., 2012). In line with this opinion, optimistic individuals tend to have positive expectations about the results to be achieved, so they are more persistent in facing career obstacles [14]. Conversely, research by Higgins et al. (2010), revealed that the mismatch between career expectations and reality can cause stress due to low individual adaptability. Devi et al. (2020) explained that this condition can make employees feel uncomfortable, unmotivated, less enthusiastic, and hesitant to develop their careers. It is not uncommon for employees to change jobs like "job hoppers."

Besides optimism, another factor that enables new employees to be ready to face the dynamics of work and direct their career goals towards the future is career aspirations.

Aspirations are an individual's hopes and ambitions to achieve success in the future (Ari, 2019). Savickas (2013) states that the confidence dimension in career adaptability reflects an individual's belief in facing uncertainty to achieve goals, thus encouraging the formation of ambitious and directed career aspirations. Career aspirations describe an individual's needs, motivations, interests, and hopes in determining and designing a career path they wish to achieve in the future [17]. Expectations regarding career path opportunities and job mobility also play a role in shaping the direction of career aspirations [17].

These aspirations not only demonstrate professional ambition but also align with the individual's self-perception [18]. Signs that an individual has high career aspirations are seen in their desire to lead, determination to achieve career success, and ambition to continue their education to a higher level (Sawitri & Dewi, 2018). Therefore, directed career aspirations can strengthen intrinsic motivation to develop and commit to achieving career goals [19]. High career aspirations are also associated with increased opportunities for self-development and professional advancement [20]. Conversely, individuals with low career aspirations tend to face difficulties in determining direction and making career decisions [21].

Previous research conducted by Aprilia (2025) aimed to determine the influence of optimism and parental support on career decision-making among students at SMKN 1 Ciasem. The results showed that optimism and parental support simultaneously had a positive and significant influence on students' career decision-making. Partially, optimism had a more dominant contribution than parental support in helping students determine their career direction and choices. Students with high levels of optimism tended to be more confident in facing future uncertainty and were able to assess career opportunities realistically. Meanwhile, parental support played a role in providing emotional encouragement, guidance, and motivation that strengthened students' confidence in making career decisions. Therefore, it can be concluded that optimism and parental support played an important role in helping students determine their career direction and decisions with more confidence and direction.

A study conducted by Rachmawati (2024) aimed to determine the relationship between social support and career aspirations among 12th-grade students at SMA PGRI Pace Nganjuk. This study used a quantitative correlational method involving 12th-grade students as respondents. The results showed a positive and significant relationship between social support and students' career aspirations. This means that students who receive support from parents, peers, and teachers are able to demonstrate higher and more focused career aspirations. These findings indicate that social support plays an important role in building students' self-confidence, motivation, and positive outlook on future career planning and achievement.

Other previous research on career adaptability by Waode & Zubair (2025) shows that career adaptability is closely related to readiness to face career changes and transitions. The study, entitled Identification of Career Adaptability in Grade XII Students of SMA Negeri 2 Makassar, found that students were generally in the "very high" category in career

adaptability, with aspects of concern, control, curiosity, and confidence actively used by students. Furthermore, research by Santoso et al. (2024) showed that social support and employability skills had a positive and significant effect on career adaptability in final-year students at AKI University. These results indicate that adaptability in careers is not only influenced by internal factors, but also by environmental support and skills relevant to the world of work.

Based on existing research, discussions on optimism, career aspirations, and career adaptability are generally still conducted separately and no studies have directly examined the influence of optimism and career aspirations on career adaptability, especially in new employees. However, research on optimism and career aspirations examined together is important because the interaction between the two variables can provide a more complete understanding of the influence of internal factors on shaping individual adaptability in the dynamic world of work. Savickas (2013) emphasized that career adaptability depends on psychological resources such as self-confidence and positive outlook, while Gao (2025) found that career aspirations strengthen resilience and the direction of individual self-development by increasing career adaptability.

Referring to the description above, the purpose of this study is to describe the influence of optimism and career aspirations on career adaptability in new employees. Furthermore, this study is designed to provide a deeper understanding of the role of optimism and career aspirations in shaping individual readiness to face professional dynamics. The results are expected to serve as a basis for developing more effective human resource management strategies. This research is novel because it addresses a topic rarely discussed, namely the influence of optimism and career aspirations on career adaptability, focusing on new employees. Career adaptability is key for new employees to survive and thrive in an uncertain workplace [19]. The results of this study are expected to make a significant contribution to the development of training programs and interventions that support new employees in becoming more resilient and competitive in a constantly changing work environment.

II. RESEARCH METHODS

This research was conducted at several companies operating in the Semarang City area. Location selection was based on relevance to the study's focus and the availability of research subjects for data collection. The research lasted three months, from October to December 2025, to obtain a more comprehensive sample and reflect the actual situation.

According to Sugiyono (2022), a population is a generalized area encompassing various objects or subjects with a specific number and characteristics, defined by the researcher as research material from which conclusions can be drawn. Based on this definition, the population in this study is new employees with 1-4 years of service at a company in Semarang City.

The data collection method used in this study was an online questionnaire via Google Forms. The questionnaire

was used to obtain data on optimism, career aspirations, and career adaptability in new employees with a maximum of four years of service. The data collection technique used a Likert scale, a measuring tool used to determine an individual's attitudes, opinions, and perceptions of a social phenomenon [26]. The questionnaire used closed-ended questions, requiring respondents to select only one answer that best suited their situation.

The Likert scale used in this study has five alternative responses: Strongly Agree (S), Agree (S), Undecided (D), Disagree (TS), and Strongly Disagree (STS). The statements are then phrased as Favorable and Unfavorable. For favorable items, a score of 5 is given for Strongly Agree (SS), and a score of 1 is given for Strongly Disagree (STS). Conversely, for unfavorable items, a score of 1 is given for Strongly Agree (SS) and a score of 5 is given for Strongly Disagree (STS).

This study also used another Likert scale, ranging from 0 (not at all applicable to me) to 4 (very true of me), with higher scores indicating higher levels of agreement. For other favorable statements, the response options were also Most Strong (PK), Very Strong (SK), Strong (K), Fairly Strong (CK), and Not Strong (TK).

III. RESULTS AND DISCUSSION

A. Validity and Reliability Testing of Research Instruments

Instrument testing was conducted to ensure that the measuring instruments used in this study were of good quality, ensuring that the data obtained could be trusted and interpreted accurately. The instruments consisted of scales for Optimism, Career Aspirations, and Career Adaptability, structured on a 5-point Likert scale and a 4-point Likert scale to facilitate respondent input and ensure measurement consistency. Validity and reliability testing of the research instruments were conducted on data obtained from 116 respondents.

1. Results of the Validity and Reliability Test of the Optimism Scale

Tabel 1. Result of the Validity Test of the Optimism Scale

No. Item	r-count (Corrected Item-Total Correlation)	r-table	Information
1.	0,591	0,183	Valid
2.	0,667	0,183	Valid
3.	0,777	0,183	Valid
4.	0,826	0,183	Valid
5.	0,795	0,183	Valid
6.	0,516	0,183	Valid
7.	0,527	0,183	Valid

Based on the validity test results, it was found that all statement items had a calculated r-value greater than the r-table of 0.183. The calculated r-values for the seven items ranged from 0.516 to 0.826, indicating a strong correlation between each item and the total score of the measured construct. By meeting the criteria of calculated r-value > r-table, all items in the instrument were declared valid. This indicates that each statement item is able to accurately

represent the variables studied, so that the instrument is suitable for use in the next stage of analysis.

Table 2. Results of the Optimism Scale Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
0,810	7

The reliability test results show that the Optimism scale has a Cronbach's Alpha value of 0.810 with a total of 7 items. This value exceeds the minimum reliability criterion of 0.70, thus concluding that the Optimism scale instrument has a good level of internal consistency. Therefore, all items on the Optimism scale are considered reliable and capable of providing stable and reliable measurement results.

2. Results of the Validity and Reliability Test of the Career Aspiration Scale

Table 3. Results of the Validity Test of the Career Aspiration Scale

No. Item	r-count (Corrected Item-Total Correlation)	r-table	Information
1.	0,593	0,183	Valid
2.	0,586	0,183	Valid
3.	0,513	0,183	Valid
4.	0,642	0,183	Valid
5.	0,506	0,183	Valid
6.	0,395	0,183	Valid
7.	0,442	0,183	Valid
8.	0,675	0,183	Valid
9.	0,767	0,183	Valid
10.	0,329	0,183	Valid
11.	0,468	0,183	Valid
12.	0,622	0,183	Valid
13.	0,733	0,183	Valid
14.	0,512	0,183	Valid
15.	0,670	0,183	Valid
16.	0,702	0,183	Valid
17.	0,549	0,183	Valid
18.	0,510	0,183	Valid
19.	0,551	0,183	Valid
20.	0,460	0,183	Valid
21.	0,604	0,183	Valid
22.	0,586	0,183	Valid
23.	0,549	0,183	Valid
24.	0,516	0,183	Valid

Based on the results of the validity test using the Corrected Item-Total Correlation correlation on 24 question items, the calculated r value was between 0.329 and 0.770. Therefore, all question items had a calculated r value greater than the table r (calculated $r > 0.183$). Thus, all items were declared valid and suitable for use as measurement instruments for the Career Aspiration variable.

Table 4. Results of the Career Aspiration Scale Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
0,898	24

The reliability test results for the career aspirations variable showed a Cronbach's Alpha value of 0.898 for 24 items. This value is above the minimum reliability limit of 0.70, so the instrument can be categorized as highly reliable. This means that all items on the career aspirations scale have excellent internal consistency, making the instrument reliable and stable in measuring the variables.

3. Result of the Validity and Reliability Test of the Career Adaptability Scale

Table 5. Results of the Validity Test of the Career Adaptability Scale

No. Item	r-count (Corrected Item-Total Correlation)	r-table	Information
1.	0,580	0,183	Valid
2.	0,646	0,183	Valid
3.	0,581	0,183	Valid
4.	0,645	0,183	Valid
5.	0,742	0,183	Valid
6.	0,651	0,183	Valid
7.	0,663	0,183	Valid
8.	0,509	0,183	Valid
9.	0,617	0,183	Valid
10.	0,459	0,183	Valid
11.	0,563	0,183	Valid
12.	0,336	0,183	Valid
13.	0,580	0,183	Valid
14.	0,653	0,183	Valid
15.	0,694	0,183	Valid
16.	0,702	0,183	Valid
17.	0,735	0,183	Valid
18.	0,571	0,183	Valid
19.	0,677	0,183	Valid
20.	0,676	0,183	Valid
21.	0,712	0,183	Valid
22.	0,628	0,183	Valid
23.	0,709	0,183	Valid
24.	0,726	0,183	Valid

The results of the validity test on the 24 statement items in the career adaptability variable showed that the Corrected Item-Total Correlation value ranged from 0.336 to 0.742. When compared with the table r value of 0.183, all items obtained a higher correlation value. This means that each statement is able to adequately reflect the career adaptability construct. Thus, all items are declared to meet the validity criteria and can be used as measurement instruments in this study.

Table 6. Results of the Reliability Test of the Career Adaptability Scale

Reliability Statistics	
Cronbach's Alpha	N of Items
0,933	24

Reliability testing showed that the Career Adaptability instrument had a Cronbach's Alpha value of 0.933 with a total of 24 items. This value is significantly above the minimum standard of 0.70, thus categorizing the instrument as highly reliable. These results indicate that the items in this scale have excellent levels of suitability and internal consistency. In other words, the instrument is capable of producing stable and consistent measurements in assessing the career adaptability of the study respondents.

B. Descriptive Analysis of Respondent Data

1. Respondent Overview by Age

Table 7. Age Distribution Data

Age	Frequency (F)	Presentage (%)
20-25 Year	68	58.6%
26-30 Year	47	40.5%
> 30 Year	1	0.9%
Total	116	100%

Based on Table 7, the most dominant age group in this study was 20–25 years old, with 68 respondents (58.6%). Furthermore, 47 respondents (40.5%) were in the 26–30 age range, and only 1 respondent (0.9%) was over 30 years old. These data indicate that the majority of respondents were from the young age group, in the early stages of the workforce.

2. Respondent Overview Based on Year of Birth

Table 8 Distribution Data by Year of Birth

Year of Birth	Frequency (F)	Percentage (%)
1979-1984	1	0.9%
1991-1996	15	12.9%
1997-2002	84	72.4%
2003-2004	16	13.8%
Total	116	100%

Based on Table 8, the majority of respondents (84 people) were born between 1997 and 2002. Furthermore, 16 respondents (13.8%) were born between 2003 and 2004, and 15 respondents (12.9%) were born between 1991 and 1996. Meanwhile, only one respondent (0.9%) was born between 1979 and 1984. These results indicate that the respondents in this study are predominantly from the younger generation.

3. Overview of Respondent by Gender

Table 9. Gender Distribution Data

Gender	Frequency (F)	Percentage (%)
Laki-laki	55	47.4%
Perempuan	61	52.6%
Total	116	100%

Based on the gender distribution data in Table 9, respondents in this study consisted of 55 men (47.4%) and 61 women (52.6%). This composition indicates that female respondents were more involved than male respondents, although the difference was not significant. Thus, the gender distribution in this study was relatively balanced.

4. Respondents Overview Based on Current Length of Employment

Table 10. Distribution Data of Current Length of Service

Current Length of Service	Frequency (F)	Percentage (%)
< 1 Tahun	6	5.2%
1-3 Tahun	97	83.6%
3-6 Tahun	13	11.2%
Total	116	100%

Table 10 shows that the majority of respondents, 97 (83.6%), have worked for 1–3 years. Meanwhile, 13

respondents (11.2%) have worked for 3–6 years, and only 6 respondents (5.2%) have worked for less than 1 year. These data indicate that the majority of respondents have extensive work experience in their current jobs, thus assuming they have passed the initial adaptation phase to the work environment.

5. Respondent Overview Based on Whether This is Their First Job

Table 11 Distribution Data Is This Your First Job

First Job	Frequency (F)	Percentage (%)
Tidak	55	47.4%
Ya	61	52.6%
Total	116	100%

Based on the distribution results in Table 11, 61 respondents (52.6%) stated that their current job was their first. Meanwhile, 55 respondents (47.4%) had previous work experience. These results indicate that the majority of respondents are still in the early stages of entering the workforce or have no previous work experience.

6. Overview of Respondents Based on Length of Service at Previous Place

Table 12 Data on the Distribution of Workers at Previous Locations

Workers at Previous Locations	Frequency (F)	Percentage (%)
< 1 Year	6	5.1%
1-3 Year	46	39.7%
3-6 Year	2	1.7%
5 Year	1	0.9%
First Job	61	52.6%
Total	116	100%

Based on the distribution of respondents' work experience in Table 12, the majority of respondents (61 respondents) (52.6%) stated that their current job was their first job. Meanwhile, 46 respondents (39.7%) had 1–3 years of previous work experience. Only a small number of respondents had less than 1 year of work experience (6 respondents (5.1%), 3–6 years (2 respondents (1.7%)), and only 1 respondent (0.9%) had more than 5 years of experience. These findings indicate that most respondents are still in the early stages of their careers and have relatively limited work experience.

C. Descriptive Statistical Analysis

Table 13 Descriptive Statistics of Research

Instruments					
Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Optimisme_X1	116	20	35	29.72	3.744
Aspirasi Karier_X2	116	34	95	73.13	11.753
Adaptabilitas Karier_Y	116	72	120	99.16	11.205
Valid N (listwise)	116				

Based on the results of descriptive statistics on 116 respondents, the average value of the optimism variable (X1) was 29.72, career aspirations (X2) was 73.13, and career adaptability (Y) was 99.16. These results indicate that the level of optimism, career aspirations, and career adaptability of new employees in Semarang City is relatively high, with a relatively homogeneous distribution of data so that the data is worthy of further analysis.

Table 14. Categorization of Analysis Criteria Based on Theoretical Mean

Interval Skor	Kriteria
$X < (\mu - 1 \sigma)$	Rendah
$(\mu - 1 \sigma) \leq X < (\mu + 1 \sigma)$	Sedang
$(\mu + 1 \sigma) \leq X$	Tinggi

Information

μ : Mean
 σ : Standar Deviasi
 X : Skor

1. Overview of the Optimism Variable (X1)

Table 15. Categorization of Optimism Variable Data (X1)

Interval Skor	Interval	Criteria	F	%
$X < (\mu - 1 \sigma)$	$X \leq 16$	Low	0	0%
$(\mu - 1 \sigma) \leq X < (\mu + 1 \sigma)$	$16,33 \leq X < 25,67$	Currently	15	12,9%
$(\mu + 1 \sigma) \leq X$	$25,67 \leq X$	High	101	87,1%

Based on the categorization results in the table above, it can be seen that the majority of respondents have a high level of optimism. This is evident from the 101 respondents or 87.1% who are in the high category ($X \geq 25.67$). Meanwhile, only 15 respondents or 12.9% are in the medium category, and none of the respondents are in the low category. These findings indicate that the majority of respondents have positive beliefs in their abilities, future hopes, and confidence in achieving goals in entrepreneurship. With the dominance of the high category, it can be concluded that student optimism is at an excellent level, thus becoming a strong potential in supporting their intentions and readiness to enter the world of entrepreneurship.

2. Career Aspirations Overview (X2)

Table 16. Categorization of Career Aspiration Variable Data (X2)

Interval Skor	Interval	Criteria	F	%
$X < (\mu - 1 \sigma)$	$X \leq 32$	Low	0	0%
$(\mu - 1 \sigma) \leq X < (\mu + 1 \sigma)$	$32 \leq X < 64$	Currently	20	17.2%
$(\mu + 1 \sigma) \leq X$	$64 \leq X$	High	96	82.7%

Based on Table 10 regarding the categorization of the Career Aspiration variable data (X2), it can be seen that the majority of respondents are in the high category, namely 96 respondents or 82.7%. This indicates that most students have very strong or maximum career aspirations. Furthermore, there are 20 respondents or 17.2% who are in the medium category, which indicates that some respondents have quite

good career motivation and goals but are not clear and optimal. There are no respondents who are classified as low, indicating that low levels of career aspirations are very rare among respondents in this study. Overall, these results reflect that students' career aspirations tend to be positive, although there is still room to improve the clarity of their goals and career planning to be better prepared to enter the world of work or entrepreneurship.

3. Career Adaptability Overview (Y1)

Table 17 Categorization of Career Adaptability Variable Data (Y)

Interval Skor	Interval	Criteria	F	%
$X < (\mu - 1 \sigma)$	$X \leq 56$	Low	0	0%
$(\mu - 1 \sigma) \leq X < (\mu + 1 \sigma)$	$56 \leq X < 88$	Currently	11	9.5%
$(\mu + 1 \sigma) \leq X$	$88 \leq X$	High	105	90.5%

Based on Table 17 regarding the categorization of the Career Adaptability (Y) variable, it can be seen that the majority of respondents are in the high category, namely 105 respondents or 90.5%. This indicates that most students have good abilities in adapting to changes in the world of work, planning their careers, and facing challenges flexibly. Meanwhile, 11 respondents or 9.5% are in the medium category, and there are no respondents included in the low category. Therefore, these results indicate that students' career adaptability is generally at a very good level, reflecting their readiness to face the dynamics of work and future career opportunities. With a high level of career adaptability, students have strong potential for professional development and are able to respond to changes in the career environment with a positive attitude and effective strategies.

D. Data Analysis

1. Classical Assumption Test

a) Normality Test

Table 18. Normality Test Results One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		116
Normal Parameters ^{a,b}	Mean	99.1551724
	Std. Deviation	7.01847356
Most Extreme Differences	Absolute	.050
	Positive	.050
	Negative	-.034
Test Statistic		.050
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Based on the results of the normality test using the One-Sample Kolmogorov-Smirnov Test, the Asymp. Sig. (2-tailed) value was 0.200 for a sample size of $N = 116$, which is greater than the significance level of 0.05. Thus, it can be concluded that the residual data in this study is normally distributed. These results indicate that the normality assumption in the regression analysis has been met, so the data is suitable for further hypothesis testing.

b) Multicollinearity Test

Table 19. Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Optimisme (X1)	.965	1.036
	Aspirasi Karier (X2)	.965	1.036

a. Dependent Variable: Adaptabilitas Karier (Y)

Based on the results of the multicollinearity test presented in Table 15, the Tolerance value for the Optimism (X1) variable was 0.965 and Career Aspiration (X2) was 0.965, while the Variance Inflation Factor (VIF) value for both variables was 1.036 each. A Tolerance value greater than 0.10 and a VIF value far below 10 indicate that there is no strong linear relationship between the independent variables in this research model. Thus, it can be concluded that in this study there is no multicollinearity, so that each independent variable has a contribution and can be used validly to explain variations in the dependent variable, namely Career Adaptability (Y).

c) Heteroscedasticity Test

Table 20 Heteroscedasticity Test Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2.595	4.827		.592
	Optimisme (X1)	.232	.141	.156	.102
	Aspirasi Karier (X2)	-.038	.045	-.080	.397

a. Dependent Variable: ABS_RES

Based on the results of the Glejser Test, the significance value for the Optimism (X1) variable is 0.592 and Career Aspiration (X2) is 0.102, both of which are greater than the 0.05 significance level. This indicates that there is no significant relationship between the absolute value of the residual and the independent variable, so there is no heteroscedasticity in the regression model. Thus, the classical assumption regarding the uniformity of residual variance is met, and the regression model is suitable for further analysis.

2. Hypothesis Testing

a) F Test (Simultaneous)

F Test Results (Simultaneous)

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	5664.782	2	2832.391	36.485
	Residual	8772.425	113	77.632	
	Total	14437.207	115		

a. Dependent Variable: Adaptabilitas Karier (Y)

b. Predictors: (Constant), Aspirasi Karier (X2), Optimisme (X1)

The test results show that the calculated F value (36.485) > F table (3.08) and the Sig. value (0.000) < 0.05. It can be concluded that the regression model built is simultaneously significant. In other words, the independent variables, namely Optimism (X1) and Career Aspiration (X2), together have a significant influence on the dependent variable, namely Career Adaptability (Y).

b) T-Test (Partial)

T Test Results (Partial)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	31.255	7.875		.000
	Optimisme (X1)	1.531	.223	.511	.000
	Aspirasi Karier (X2)	.265	.071	.278	.000

a. Dependent Variable: Adaptabilitas Karier (Y)

Based on the SPSS output results in Table 22, it can be explained that both independent variables contribute significantly to the dependent variable. The optimism variable (X1) shows a t-value of 6.851 with a significance level of 0.000 (<0.05). This result indicates that optimism has a significant influence on career adaptability. Furthermore, the Career Aspiration variable (X2) also shows a t-value of 3.731 with a significance value of 0.000 (<0.05). This indicates that career aspirations also have a significant influence on career adaptability.

3. Multiple Linear Regression Test

Table 23. Multiple Linear Regression Test Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	34.255	7.875		.000
	Optimisme (X1)	1.531	.223	.511	.000
	Aspirasi Karier (X2)	.265	.071	.278	.000

a. Dependent Variable: Adaptabilitas Karier (Y)

Based on Table 23, the multiple linear regression equation for the variables Career Adaptability (Y) on Optimism (X1) and Career Aspiration (X2) is as follows:

$$Y = 34.255 + 1.531X1 + 0.265X2$$

This equation can be interpreted as follows:

- The constant value or (α) = 34.225 indicates that if all independent variables are ignored ($X1 = X2 = 0$), then students' Career Adaptability remains at 34.225.
- The regression coefficient value for Optimism (X1) of 1.531 indicates that every one-unit increase in Optimism will increase Career Adaptability by 1.531.
- The regression coefficient value for Career Aspiration (X2) of 0.265 indicates that every one-unit increase in Career Aspiration will increase Career Adaptability by 0.265.

4. Test of the Coefficient of Determination

Table 24 Results of the Test of the Coefficient of Determination of Variable X1 to Variable Y

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.626 ^a	.392	.382	8.811

a. Predictors: (Constant), Aspirasi Karier (X2), Optimisme (X1)

Based on the results of the determination coefficient test in the Model Summary table, it is known that the R Square value = 0.392 and Adjusted R Square = 0.382. This value indicates that 39.2% of the variation in Career Adaptability (Y) can be explained by the independent variables Optimism (X1) and Career Aspiration (X2). Meanwhile, the remaining 60.8% is influenced by other variables outside the model. Thus, the regression model used has a moderate explanatory ability, which means that Optimism and Career Aspiration

contribute to Career Adaptability, but there are still other factors outside the model that also influence these variables.

IV. CONCLUSIONS

Based on the analysis results in the Discussion, the regression equation $Y = 34.255 + 1.531X_1 + 0.265X_2$ is obtained, which shows that optimism and career aspirations influence the career adaptability of new employees. The results of the t-test (partial) show that the optimism variable has a coefficient of 1.531 with $t = 6.851$ and $\text{Sig.} = 0.000 (<0.05)$, so that optimism has a positive and significant effect on career adaptability and H_{a1} is accepted. Furthermore, the career aspiration variable has a coefficient of 0.265, t value = 3.731, and $\text{Sig.} = 0.000 (<0.05)$, so that career aspirations also have a positive and significant effect, so H_{a2} is accepted. The results of the F test (simultaneous) also show that the calculated F value = 36.485 > F table = 3.08, with $\text{Sig.} = 0.000 (<0.05)$. This proves that the regression model is simultaneously significant, so that optimism and career aspirations together have a positive and significant effect on career adaptability, and H_{a3} is accepted. The standardized beta value also shows that optimism has the most dominant influence compared to career aspirations. Thus, this study concludes that increasing optimism and career aspirations partially or simultaneously contributes significantly to improving the career adaptability of new employees, thus becoming an important foundation in the process of self-adjustment and professional development in the work environment.

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