

RINGKASAN

Penelitian ini bertujuan untuk mengetahui keyakinan pengambilan keputusan karir (*career decision self efficacy*) pada karyawan SL Corp melalui variabel penelitian preferensi kerja dan komitmen karir. Populasi dalam penelitian adalah 50 karyawan menggunakan pengujian dengan analisis regresi mediasi dengan metode kausal step

Berdasarkan hasil penelitian dan analisis data menunjukkan bahwa: (1) preferensi kerja berpengaruh positif dan signifikan terhadap komitmen karir, (2) preferensi kerja berpengaruh positif dan signifikan terhadap keyakinan pengambilan keputusan karir (*career decision self efficacy*), (3) komitmen karir berpengaruh positif dan signifikan terhadap keyakinan pengambilan keputusan karir (*career decision self efficacy*), (4) komitmen karir memediasi pengaruh preferensi kerja terhadap keyakinan pengambilan keputusan karir (*career decision self efficacy*).

Implikasi dari penelitian ini adalah sebagai upaya untuk terus meningkatkan keyakinan pengambilan keputusan karir (*career decision self efficacy*) yang akan mendorong karyawan untuk bekerja dengan profesional dan mencapai karir yang telah direncanakan, khususnya yang terkait dengan preferensi kerja dan komitmen karir. Cara yang dapat dilakukan adalah dengan menciptakan kondisi organisasi perusahaan yang mampu memberikan rasa aman dan nyaman bagi psikologis para karyawan dalam melakukan berbagai aktivitas kerja mereka. Pihak manajemen juga harus mampu memupuk rasa percaya diri para karyawan yang didukung dengan tingkat motivasi berprestasi yang tinggi serta sehingga tercipta keyakinan dalam pencapaian karir sesuai tujuan karyawan.

Kata Kunci: preferensi kerja, komitmen karir, keyakinan pengambilan keputusan karir (*career decision self efficacy*)

SUMMARY

This study aims to determine the career decision self-efficacy on SL Corp employees through research variables of work preference and career commitment. The population in the study were 50 employees using the test with mediation regression analysis with step causal method

Based on the results of research and data analysis showed that: (1) work preference has a positive and significant effect on career commitment, (2) work preference have positive and significant influence to the belief of career decision self-efficacy, (3) career commitment have positive and significant to the career decision self efficacy, (4) career commitment mediates the influence of work preferences on career decision self efficacy.

The implications of this research are as an effort to continuously improve the confidence of career decision self efficacy that will encourage employees to work with professionals and achieve a career that has been planned, especially related to work preferences and career commitments. The way that can be done is to create a condition of corporate organization that is able to provide a sense of security and comfort for the psychological employees in performing various activities of their work. The management must also be able to cultivate the confidence of the employees who are supported with a high level of achievement motivation and thus creates confidence in career achievement according to employee goals.

Keywords: work preference, career commitment, career decision self efficacy