

THE INFLUENCE OF EMOTIONAL INTELLIGENCE ON CAREER ADAPTABILITY MEDIATED BY CAREER DECISION SELF-EFFICACY

Pengaruh Kecerdasan Emosional terhadap Kesiapan Karir pada Mahasiswa Fakultas Ekonomi dan Bisnis dalam Mempersiapkan Karir dengan Efikasi Diri Keputusan Karir sebagai Variabel Mediasi

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<p>Received : 13-12-2024 Revised : 09-01-2025 Accepted : 29-01-2025</p> <p>Keywords: Emotional Intelligence, Career Adaptability, Career Decision Self-Efficacy</p>	<p>Abstract This study aims to analyze the effect of emotional intelligence on career adaptability in students of the Faculty of Economics and Business, Padang State University, with career decision self-efficacy as a mediating variable. Using a quantitative method with a survey approach, data were collected from 100 samples were used which were then processed using the SmartPLS v.4.1.0.2 application. The results of this study show that: (1) Emotional intelligence has a positive influence on career adaptability, (2) Emotional intelligence has a positive influence on career decision self-efficacy , (3) Career decision self-efficacy has a positive influence on career adaptability, (4) Career decision self-efficacy mediates the influence of emotional intelligence on career adaptability This research makes a practical contribution to the development of career training programs for students, especially in increasing emotional intelligence and career decision self-efficacy as a strategy to prepare themselves for the challenges of the world of work. These findings also enrich academic literature related to career adaptation among the younger generation.</p>
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INTRODUCTION

Ability career adaptability is ability For overcome tasks that can be done predicted moment prepare and participate in environment Work as well as adapt self with changing situations and conditions Because change condition work (Savickas & Porfeli, 2012). Ability For adapt with work very important For face continuous change happens in the world of work . Those who are able adapt with Good more Good in face difficulty in work them and able overcome problems that arise Because change situation and conditions (Hamzah et al., 2021). Study (Autin et al., 2017) find that easy student adapt to the place Work own more capabilities Good For handle problem on the spot work . *Ability career adaptability* considered as a set source power that can relied on by individuals For plan career they in a way proactive , developing required skills , explore career them , and mobilize social capital moment required (Parmentier et al., 2019).

(Savickas & Porfeli, 2012) define career adaptability refers to a series of source Power psychosocial that allows individual For arrange self they Alone in a way transactional and can adjusted , so that they can prepare self , facing , and adapting with changes that occur in conditions and environment that occur . Research Kwon, (2019) show that influence direct from will Work to ability Work is significant This career adaptability ability often considered as source Power ability

adaptability that allows people to cope expected changes moment This or in the future and is considered as strength arrangement self (self-regulatory) (Rasheed et al., 2020).

Emotional intelligence is one of the the variable that is said relate positive with students' career adaptability skills (Pong & Leung, 2023). Research conducted by(Mittal, 2020) has show that emotional intelligence and career adaptability play a role role important in to form ability adapt career and success search work . Ability For use and manage emotion impact on success search Work through source Power psychological arrangement self in the form of control and trust self to career somebody .

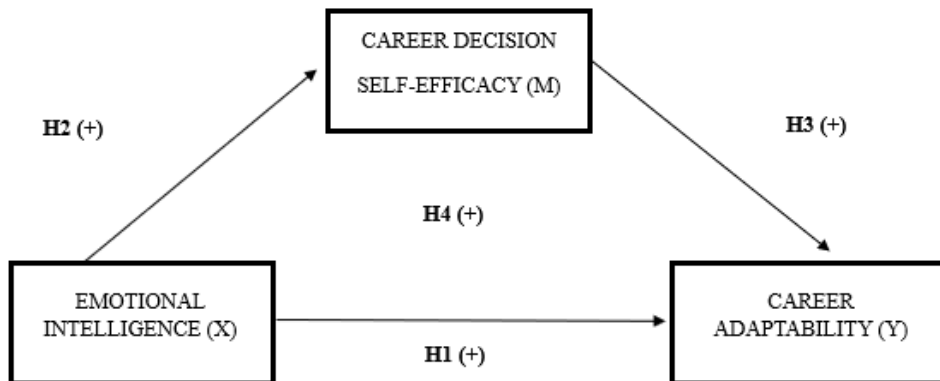
However , the ability adaptation career No stand myself . Study show that emotional intelligence (EI) plays a role significant in help individual manage emotion , understanding situation , and make rational decision in context career (Goleman, 1998). Individual with high level of EI tend more flexible in face challenge career and have good interpersonal skills (Lopes et al., 2006). In addition that is , career decision self-efficacy (CDSE), namely belief individual to ability they in make decision career , also become factor key in increase ability adaptation career (Betz et al., 2005).

Even though various study has highlight The importance of EI and CDSE on career adaptability, connecting studies all three in a way empirical on population student Still limited , especially in Indonesian context . As example , students often face difficulty in determine choice career consequence low belief self and lack of support emotional , which ultimately impact on readiness they For entering the world of work (Yusuf & Anshari , 2020). This indicates existence need For understand how EI and CDSE can each other interact in support career adaptability.

Career decision self efficacy considered relevant for students who plan chase career certain (Agoes Salim et al., 2023). Research conducted by(Bocciardi et al., 2017) show results that CDSE in taking decision career own impact the biggest in career adaptability. Individual with high CDSE level capable in a way accurate evaluate abilities and interests they related with career , at the time face problem or challenges , individual with good CDSE capable search and find strategy alternative as solution (Agoes Salim et al., 2023). The researchers report that emotional intelligence is positive play a role in the CDSE process in taking decision career , increasingly high individual emotional intelligence so causes CDSE in taking decision career the more increased . On the contrary the more low emotional intelligence can result in the more low CDSE in taking decision career individual (Darmayanti et al., 2020).

Study This intended For evaluate how career adaptability can be influenced by factors such as emotional intelligence and career decision self-efficacy . In effort overcome difficulty in look for work , research This analyze preparations that have been made conducted by FEB students to face challenges that can predicted or not predictable . Factors that need to be be noticed are emotional intelligence and career decision self-efficacy .

Connection between variable can depicted as following :



Based on background behind problem , study theory , formulation problems , and framework conceptual above so hypothesis that can formulated in study This that is :

1. Influence *emotional intelligence* towards *career adaptability*

Ability *career adaptability* very important in face continuous change continuously in the world of work (Hamzah et al., 2021). *Career construction theory* assumes that success career individual influenced by various factors , including adaptation they in face uncertainty and change career (Savickas & Porfeli, 2012). *Emotional intelligence* is one of the the variable that is said relate positive with ability *career adaptability* student (Pong & Leung, 2023). Research conducted by(Mittal, 2020) has show that *emotional intelligence* is significant influence *career adaptability* plays role important in to form ability *career adaptability* and success search work . Based on statement the obtained hypothesis as following :

H1 : *Emotional intelligence* has an influence positive to *career adaptability*

2. Influence *emotional intelligence* towards *career decision self efficacy*

In study (Mayer et al., 2016) about *emotional intelligence* and cognition show How teenager can use intelligence emotional they For facilitate efficacy self in taking decision career . In context *career construction theory*, *emotional intelligence* helps individual overcome obstacle conflict emotional that may be appear during the retrieval process decision career . Controlled , stable , and deep emotions good condition influence evaluation self individual , collection career - focused information , determination priority objective For desired career , planning career , solution problem related search career , and taking decision . With thus , *emotional intelligence* is component important from efficacy self in taking decision career (Darmayanti et al., 2023). Based on statement the obtained hypothesis as following :

H2 : *Emotional intelligence* has an influence positive to *career decision self-efficacy* .

3. Influence *career decision self efficacy* to *career adaptability*

Research conducted by(Bocciardi et al., 2017) show results that efficacy self in taking decision career own impact the biggest in ability *career adaptability* . Efficacy self in taking decision career is variable key in studies planning career and decisions career someone , then efficacy self is factor central influencing development career somebody (Tsai et al., 2017). In context *career construction theory* source Power adaptation help to form strategies used individual For direct behavior adaptive they (Savickas & Porfeli, 2012)

Individuals who have a sense of trust self to ability self reflect strong understanding about self alone , so that can help in plan career with thorough and give ability For take not quite enough answer on decisions taken (Agoes Salim et al., 2023). Based on statement the obtained hypothesis as following :

H3 : *Career decision self-efficacy* influential positive to *career adaptability*.

4. Influence *emotional intelligence* towards *career adaptability* with *career decision self efficacy* as variable mediation

In the research conducted (Hamzah et al., 2021) predict that *career decision self efficacy* and *emotional intelligence* as well *career adaptability*. Analysis results show that *emotional intelligence* and price self very important For increase ability *career adaptability*, especially with CDSE in action as a mediator . Research This give proof that CDSE , *emotional intelligence* , and prices self in a way direct influence level ability *career adaptability* student from A university research in Malaysia. So in context *career construction theory*, *emotional intelligence* can influence *career adaptability* through *career decision self efficacy* as variable mediation . *Emotional intelligence* help individual manage emotions and responding situation emotional with well , for now CDSE helps individual take

decision career and develop ability career *adaptability* required in journey career they .

Based on statement the obtained hypothesis as following :

H4 : *Career decision self-efficacy* mediate influence *emotional intelligence* towards *career adaptability*.

METHOD

This research is a causal research. The population of this study were students of the Faculty of Economics and Business at Padang State University. The number of samples used was 100 students taken using total sampling. Data collection used a questionnaire with a Likert Scale. The analysis technique used was through SmartPLS 4.1.0.2 software. In Data Analysis, the following data criteria were ensured:

Table 1 Prerequisite Test

Prerequisite Test	
Validity of >0.7	<i>Outer loading</i> Values beginning , <i>outer loading</i> end and <i>cross loading</i>
Reliability	<i>Cronbach alpha</i> value > 0.7 and <i>composite reliability</i> value > 0.7
Hypothesis	Test <i>t-statistic</i> >1.96

RESULTS AND DISCUSSION

Results

After conducting validity and reliability tests , the model has been... ensured fit in study this . Next tested

hypothesis , with results as following :

Table 2. Output Path Coefficient

	Original Sample (O)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Value	Information
EI -> CA	0.594	0.109	5.425	0.000	Accepted
EI -> CDSE	0.701	0.079	8,873	0.000	Accepted
CDSE -> CA	0.405	0.115	3,536	0.000	Accepted
EI -> CDSE -> CA	0.284	0.082	3.459	0.001	Accepted

In PLS testing statistically every hypothesized relationship done with use simulation . In matter This done method *bootstrapping* to sample research , data as following :

1) Testing Hypothesis 1: *Emotional intelligence* has an effect positive to *Career adaptability*

Test results hypothesis First show that variable *emotional intelligence* with *career adaptability* shows The t-statistic value is 5.425. This value is Already more big from t-table value (1.96). This result means that there is influence significant between *emotional intelligence* to *career adaptability* . While mark coefficient path 0.594, meaning *emotional intelligence* own influence positive to *career adaptability* . So that the more the higher *the emotional intelligence* you have , the higher will impact to

height level *career adaptability* in students Faculty Economics and Business at Padang State University . Likewise , vice versa , if *emotional intelligence* that is owned low , then will impact to *career adaptability* possessed low .

2) Testing Hypothesis 2: *Emotional intelligence* has an effect positive to *Career Decision Self Efficacy*

Test results hypothesis second show that variable *emotional intelligence* with *career decision self efficacy* show The t-statistic value is 8.873. This value is Already more big from t-table value (1.96). This result means that there is influence significant between *emotional intelligence* to *career adaptability* . While mark coefficient track as big as 0.701 , meaning *emotional intelligence* has an influence positive to *career decision self-efficacy* . So that the more the higher *the emotional intelligence* you have , the higher will impact to height level *career decision self efficacy* on students Faculty Economics and Business at Padang State University . Vice versa , if *emotional intelligence* that is owned low , then will impact to *career decision self efficacy* which are owned low .

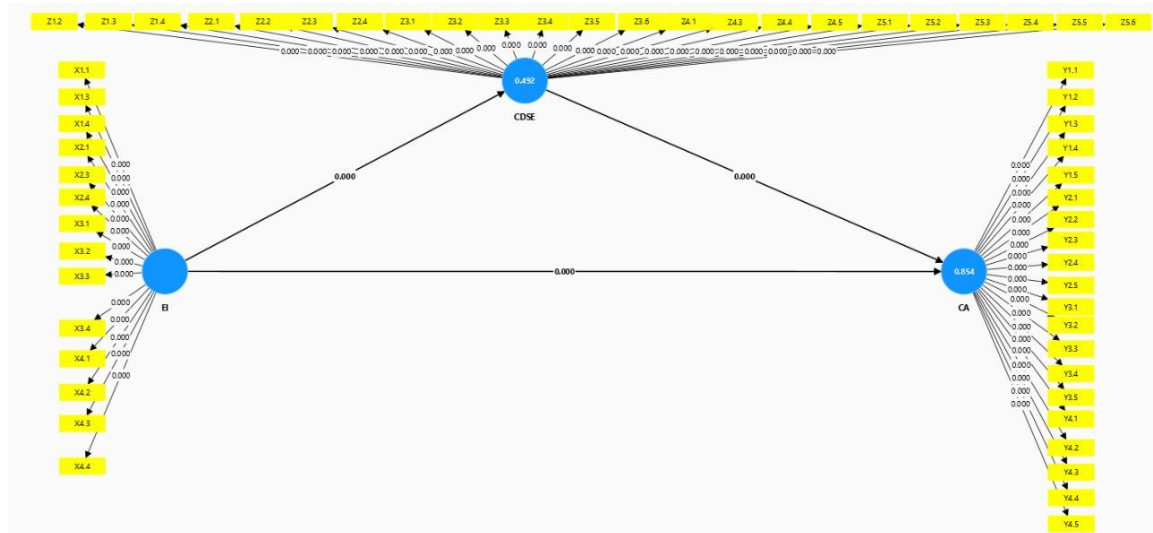
3) Testing Hypothesis 3 : *Career decision self efficacy* influential positive to *career adaptability*.

Test results hypothesis third show that variable *career decision self efficacy* with *career adaptability* shows The t-statistic value is 3.536. This value is Already more big from t-table value (1.96). This result means that there is influence significant between *career decision self efficacy* to *career adaptability* . While mark coefficient track as big as 0.405 , meaning *career decision self efficacy* influential positive to *career adaptability*. So that the more high *career decision self-efficacy* owned , then will impact to height level *career adaptability* in students Faculty Economics and Business at Padang State University . Vice versa , if *career decision self efficacy* that is owned low , then will impact to *career adaptability* possessed low .

4) Hypothesis influence No direct can accepted if produce *t-statistic* >1.96. Hypothesis influence No direct is hypothesis fourth with see connection between *emotional intelligence* to *career adaptability* through *career decision self efficacy* as variable mediation . Based on results calculation coefficient variable mediation obtained results *t* - influence *statistic* mediation between *emotional intelligence* to *career adaptability* through *career decision self efficacy* of 3,459 > 1.96 with the original sample of 0.284. This is identify that *emotional intelligence* influential significant and positive to *career adaptability* mediated by *career decision self - efficacy* .

In conclusion that If The *emotional intelligence* possessed by FEB students at Padang State University is high so in a way significant will make *career decision self efficacy* which exists in self student increase so that impact to *career adaptability* possessed student become more high . This also means that when *emotional intelligence* that is owned low so *career decision self efficacy* which exists in self student will decrease so will make *career adaptability* in students the more decrease .

Discussion



Structural Model Results

Study This test about influence *emotional intelligence* to *career adaptability* with *career decision self efficacy* as variable mediation in students Faculty Economics and Business at Padang State University .

a. Influence *Emotional Intelligence* To *Career Adaptability*

Based on results analysis using PLS for variable *emotional intelligence* influential significant and positive to *career adaptability* in FEB students at UNP. This is proven with the magnitude results calculation *t-statistic* of 5.425. This value more big from *t* - value of 1.96. This result meaningful that influence significant and positive between *emotional intelligence* towards *career adaptability* can accepted .

So can concluded that *The emotional intelligence* possessed by FEB students at UNP is high so will impact to ability adapt career FEB students at UNP. If student own good *emotional intelligence* own attitude positive to job , have motivation yourself , and be willing learn skills new as well as to obtain knowledge technical new so will influence ability adapt career so that student can know plan appropriate intervention before they passed and entered to the world job market .

Research result This study is also supported by the opinions of previous experts, in a study conducted by Pong & Leung (2023) explaining that all domains of emotional intelligence traits are positively and significantly related to career adaptability. Research conducted by Mittal (2020) has shown that emotional intelligence and career adaptability play an important role in shaping career adaptability and completing job searches. And research by Coetzee & Harry (2014) defines emotional intelligence and career adaptability as psychosocial metacapacities that are very important for successful adaptation in various areas of life, including careers.

b. Influence *Emotional intelligence* towards *Career Decision Self Efficacy*

Based on results analysis using PLS for variable *emotional intelligence* influential significant and positive to *career decision self efficacy* to FEB students at UNP. This is proven with the magnitude results calculation *t-statistic* of 8.873. This value more big from *t* - value of 1.96. This result meaningful that influence significant and positive between *emotional intelligence* towards *career decision self efficacy* can accepted .

So can concluded that *The emotional intelligence* possessed by FEB students at UNP is

high so will impact to *career decision self efficacy FEB* students at UNP. If student own good emotional *intelligence* own attitude positive to job , have motivation yourself , and be willing learn skills new as well as to obtain knowledge technical new so will influence efficacy self in taking decision career so that student capable in a way accurate evaluate abilities and interests they related with career , at the time face problem or challenges , individual with efficacy self in taking decision good career capable search and find strategy alternative as solution .

Research result This is also supported by the opinions of researchers previously . Research conducted Darmayanti & Salim (2020) show that *emotional intelligence* correlates with *career decision self efficacy* there is connection significant positive between second factor And in the research conducted by Santos (2018) who said that *emotional intelligence* has an effect positive to *career decision self efficacy* with use emotions that cause the most powerful effect , individual with intelligence high emotional generally own more appreciation Good to himself emotions and improvement ability For make decision future career they .

c. Influence *Career Decision Self Efficacy* towards *Career Adaptability*

Based on results analysis using PLS for variable *career decision self efficacy* influential significant and positive to *career adaptability* in FEB students at UNP. This is proven with the magnitude results calculation *t-statistic* of 3,536. This value more big from *t - value* of 1.96. This result meaningful that influence significant and positive between *career decision self efficacy* to *career adaptability* can accepted .

So can concluded that *career decision self efficacy* owned by FEB students at UNP is high so will impact to *career adaptability of FEB* students at UNP. If student own efficacy self in taking decision the good one student capable in a way accurate evaluate abilities and interests they related with career , at the time face problem or challenges , individual with efficacy self in taking decision good career capable search and find strategy alternative as solution . then will influence adaptation career so that student capable in a way accurate adapt in face challenge in role work as well as capable overcome problems that are not can predictable consequence change situations and conditions .

Research result This is also supported by the opinions of researchers previously . Research Kim & Lee (2018) find results that *career decision self efficacy* in a way significant estimate ability adapt career . Research conducted by Stead (2022) which states that efficacy self in taking decision career and skills adapt career considered as source Power important in a way individual and its relationship One each other for succeed navigate career . Research conducted by the one who discovered results that *career decision self efficacy* in a way significant estimate ability adapt career .

d. Influence *Emotional Intelligence* towards *Career Adaptability* with *Career Decision Self Efficacy* As Variables Mediation

Student with with level High emotional *intelligence* can more Good overcome pressure and stress associated with taking decision career . Sensitivity to emotion can help individual evaluate self they Alone with more accurate , understanding strengths and weaknesses them , so that can increase belief self in make decision career (CDSE). While That belief self in make decision career (CDSE) can become catalyst for improvement adaptability career . Students who are confident with ability they For make decision career tend more open to change , learning from experience , and develop strategy effective adaptation . overall , height level *emotional intelligence* can increase belief self in make decision career (CDSE), which in turn can influence positive and significant adaptability career student .

Findings This is also supported by researchers. previous . In research conducted by Hamzah (2021) For investigate whether efficacy self decision career

(CDSE) can mediate connection ability adapt career with intelligence emotional and price self among students , results from study the find that The strongest linear relationship found between CDSE and capability adapt career , In addition to CDSE, predictors main ability adapt career intelligence emotional and price self also contributes significant to ability adapt career . CDSE found in a way significant mediate influence intelligence emotional and price self to ability adapt career . This result show that intelligence emotional , price self and CDSE students bachelor in a way substantial related with ability adapt career , which plays role important in efficiency power work and ability Work graduate of .

Emotional intelligence works as mechanism regulation the self that allows individual For respond challenge career in a way constructive . As example , in situation stress like interview Work or on- site adjustment Work new , individual with high EI capable manage emotion they so that still focused and productive . Besides that , ability For understand other people's emotions help they in build connection supportive work , which ultimately expand opportunity career They . According to Goleman (1998), EI is not only about management emotion personal but also includes ability For influencing and motivating others, which is very relevant in the world of work .

CLOSING

One of condition most important when choose track career is ability in adapt career , uncertainty and rapid changes in the labor market Work moment this , ability adaptation career become condition essential in build successful career . Environment continuous work turbulent demanding the seekers Work For own skills strong adaptation in order to be able to overcome challenges and changes with fast . Students who are able adapt with effective own superiority competitive , because they can manage various duties and responsibilities answer as well as own ability in face uncertainty . Companies and organizations look for individuals who do not only own skill technical , but also capable adapt self with change in culture organization , technology , and market dynamics . Therefore that , investment in development ability adaptation career become strategic For to form a successful and sustainable career .

It is expected for researchers who will come Hopefully thesis This can become material reference for researcher next . However how more the good thing is researchers who will come For do study related connection *emotional intelligence* towards *career adaptability* with indicator the latest For expand and get more data varied .

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