

ABSTRACT

This study aims to find out whether employability skills in the employee selection process have significant influence on the career adaptability of the employees of PT Elnusa Tbk.. This study shows that there is a significant relationship between the two set of variables: the employability skills and the career adaptability. The variable set of employability skills which consist of communication skill, problem solving skill, personal qualities and teamwork skill are valued equally as hard skills and could be really beneficial for individuals to be able to adapt easily with their job and the environment as well. The variable set of career adaptability consists of concern, control, curiosity, and confidence. This study specifically answers several questions: 1.) There is a significant relationship between a set of employability skills and a set of career adaptability and 2.) There is one variable on employability skills variable set has the greatest influence on the career adaptability. The researchers distribute questionnaires to ninety-three fresh graduates from the engineering department in PT Elnusa Tbk. working as operation trainees around 2013/2014 OTP (Operational Training Program). The method of Canonical Correlation Analysis (CCA) is used to analyze the collected data. The findings of the study show that problem solving is significantly related to the variable set of career adaptability.

ABSTRAK

Penelitian ini mengetahui apakah *employability skills* memiliki pengaruh signifikan terhadap *career adaptability* karyawan di PT. Elnusa Tbk.. Penelitian ini menunjukkan adanya hubungan signifikan antara dua set variable: *employability skills* dan *career adaptability*. Set variable *employability skills* yang terdiri dari ketrampilan komunikasi, ketrampilan menyelesaikan masalah, kualitas personal, dan ketrampilan bekerja sama dinilai sama pentingnya dengan *hard skills* dan dapat menjadi bekal seorang individu untuk dapat dengan mudah beradaptasi dengan lingkungan maupun pekerjaan. Set variable *career adaptability* terdiri dari *concern*, *control*, *curiosity*, dan *confidence*. Penelitian ini menjawab beberapa pertanyaan, yaitu: 1.) Terdapat hubungan yang signifikan antara *employability skills* & *career adaptability* dan 2.) Terdapat satu variabel pada set variabel *employability skills* yang memiliki pengaruh paling besar terhadap *career adaptability*. Penulis membagikan kuesioner kepada 93 *Operation Trainee* yang sedang mengikuti OTP (*Operational Training Program*) yang merupakan lulusan S1 jurusan teknik di PT Elnusa Tbk. pada periode 2013/2014. Penulis menggunakan metode *canonical correlation analysis* untuk menganalisis data yang diperoleh. Dari keempat variabel yang tergabung dalam *employability skills*, *problem solving skills* memiliki pengaruh paling signifikan terhadap himpunan variabel *career adaptability*.