

BAB V

PENUTUP

5.1 Kesimpulan

Tujuan dari penelitian ini bertujuan untuk menyelidiki sejauh manapengaruh *Positive Career Shocks* terhadap *Career Optimism* yang dimediasi oleh *Career Decision Making Self Efficacy*, *Career Adaptability* dan *Consideration Future Consequency-Immediate* moderasi pengaruh *Career Decision Making Self Efficacy* terhadap *Career Optimism* di antara Aparatur Sipil Negara (ASN) yang bekerja Dinas Sosial Provinsi Sumatera Barat, sehingga berdasarkan hasil analisis dan pengujian hipotesis maka dapat disimpulkan bahwa:

1. *Positive Career Shocks* berpengaruh positif terhadap *Career Decision Making Self Efficacy*.
2. *Positive Career Shocks* berpengaruh positif terhadap *Career Adaptability*.
3. *Career Decision Making Self Efficacy* berpengaruh positif terhadap *Career Optimism*.
4. *Career Adaptability* berpengaruh positif terhadap *Career Optimism*.
5. *Career Decision Making Self Efficacy* mampu memediasi secara positif pengaruh *Positive Career Shock* terhadap *Career Optimism*.
6. *Career Adaptability* mampu memediasi secara positif pengaruh *Positive Career Shocks* terhadap *Career Optimism*.

7. *ConsiderationFutureConsequency-*

Immediatememperlemahpengaruh Career Decision Making Self Efficacy terhadap CareerOptimism.

5.2 ImplikasiHasilPenelitian

Sesuidenganhasilpengujianhipotesisyangdiajukanmakadapatdiajukani mplikasi PENELITIANsebagai berikut:

5.2.1 ImplikasiTeoritis

Untukmengkonfirmasiilmu,teoridanmengidentifikasivariabel-variabelyangmempengaruhi*CareerOptimism*seperti*Positive, CareerShocks* sebagai variabel independen *career Decision Making Self Efficacy*dan*CareerAdaptability*sebagai variabel interveningdan*ConsiderationFutureConsequency-*
*Immediates*sebagai variabelmoderasisehinggaakanmenambahreferensiilmupeng etahuandanmendukungpernyataan*TeoriConservationofResource*(Hobfoll.,1989)teori yang menggambarkan motivasi yang mendorong individu untuk mempertahankan sumber daya yang dimiliki dan mencoba unutmemperoleh sumberdayayangbaru.

5.2.2 ImplikasiPraktis

Berdasarkan hasil penelitian, diperoleh implikasi praktis yang dapatdiberikan kepada pihak-pihak yang berkepentingan dalam organisasi dalam mengambil kebijakan serta menetapkan keputusan-keputusan dimasa yangakandatangsupayaoptimismekariraparatur sipil negaradilingkungan Dinas SosialProvinsi Sumatera Barat dapatmeningkatkan lebih baiklagisetelahmengetahu idanmengidentifikasivariabelvariabel yang mempengaruhi*CareerOptimism*ters ebutdandisarankan untuk pejabatesselon II danesselon III untuk mempedomaniv

ariabel-variabel serta indikator-indikator yang mempengaruhi *Career Optimism* dan diluar organisasi bermanfaat sebagai penambah referensi untuk penelitiselanjutnya.

Penelitian ini menemukan bahwa tingkat *Positive Career Shocks* dikategorikan cukup baik dan masih jauh dikategori baik, hal dapat dilihat dari TCR variabel *Career Optimism* sebesar 81.20% jika ingin meningkatkan optimisme karir ASN di Dinas Sosial Provinsi Sumatera Barat maka disarankan pejabat eselon II dan Eselon III untuk memberikan reward, insentif dan peningkatan lainnya kepada ASN sehingga secara tidak langsung akan meningkatkan rasa optimis terhadap karir ASN dalam melaksanakan tugasnya dimasa yang akan datang.

Penelitian ini juga menemukan bahwa tingkat kemampuan diri ASN dalam membuat keputusan karir dikategorikan sedang, hal ini dapat dilihat dari TCR variabel *Career Decision Making Self Efficacy* sebesar 79.66% jika ingin meningkatkan rasa optimis karir ASN maka disarankan untuk menyiapkan resume terhadap tugas-tugas yang diemban dengan baik kepada ASN dan memberikan pilihan-pilihan pekerjaan yang ideal bagi ASN dengan melakukan ujian kompetensi dan pemetaan jabatan.

Penelitian ini juga menemukan bahwa adaptasi karir berpengaruh secara langsung terhadap optimisme karir seorang ASN maka oleh sebab itu disarankan untuk melakukan peningkatan dan memberikan motivasi-motivasi mengenai tantangan-tantangan pekerjaan di masa yang akan datang dengan cara melakukan pemberian motivasi dan kesiapan ASN agar mampu beradaptasi dalam perubahan-perubahan yang terjadi

dantangantanganpekerjaandimasayangakandatang.

Penelitianinijugamenemukanbahwavariabelpertimbangankonsekuensi masa yang akan datang dan sekarang memperlemah pengaruhkemampuan diri dalam membuat keputusan karir terhadap optimisme karirsehingga variabel ini tidakmampumemoderasi hubungan kedua variabeltersebut.

5.2.3 Keterbatasandansaranpenelitian

Berdasarkan kesimpulan dan hasil pengujian hipotesis, penelitianini memiliki beberapa keterbatasan-keterbatasan dan saran yang bergunadan bermanfaatuntuk penlitian yangsejenis dimasayang akan datangsebagaiberikut:

1. Ukuran dan jumlah sampel dalam tahapan pengujian hipotesismasihtergolongkecilsehinggamempengaruhivaliditasda nreabilitas dariindikator-indikatordalamvariabelyangditelitiolehsebagitudisarankankepad apenelitiyangakandatanguntukmenambahjumlahrespondenagarv ariasi datayangdiperoleh semakin tinggi sehingga sehingga tingkat validitas danreabilitasnya memenuhstandar.
2. Belumdilakukannyapengujianhipotesispengaruhlangsung*Positive Career Shocks* terhadap *Career Optimism* sedangkandalam penelitian ini pengujian hipotesis yang telah dilakukanyaitumengujipengaruhtidaklangsungantara*Positive Career*

Shocks terhadap Career Optimism yang dimediasi oleh Career Decision Making Self Efficacy dan Career Adaptability.

3. Objek penelitian ini adalah ASN yang bekerja di Dinas Sosial Provinsi Sumatera Barat sedangkan objek penelitian terdahulu adalah karyawan industri media elektronik di Pakistan. Untuk kedepannya peneliti menyarankan objek penelitian selanjutnya terhadap Perusahaan BUMN, BUMD dan Swasta.

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