

**HUBUNGAN ANTARA *SELF-SABOTAGE* DAN *SELF-EFFICACY*
DENGAN KESIAPAN KERJA PADA *FRESH GRADUATE* INSTITUT AGAMA
KRISTEN NEGERI MANADO**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *self-sabotage* dan *self-efficacy* dengan kesiapan kerja pada *fresh graduate* Institut Agama Kristen Negeri (IAKN) Manado. Fenomena banyaknya lulusan baru yang merasa tidak siap memasuki dunia kerja mendorong pentingnya memahami faktor-faktor psikologis yang dapat memperkuat atau menghambat kesiapan tersebut. Penelitian ini menggunakan pendekatan kuantitatif korelasional dengan teknik pengumpulan data berupa kuesioner berbasis skala Likert 1–4. Sampel dalam penelitian ini berjumlah 52 orang yang merupakan lulusan tahun 2024 dari IAKN Manado, dipilih menggunakan teknik purposive sampling. Instrumen penelitian terdiri dari tiga skala, yaitu skala *self-sabotage* yang dikembangkan berdasarkan indikator Yearwood (2023), skala *self-efficacy* mengacu pada teori Bandura, dan skala kesiapan kerja mengacu pada indikator dari Pool & Sewell (2007) serta konsep kesiapan kerja menurut Fitriyanto (2006). Data dianalisis menggunakan uji korelasi Pearson dan regresi linear berganda. Hasil penelitian menunjukkan bahwa: (1) terdapat hubungan negatif yang signifikan antara *self-sabotage* dengan kesiapan kerja; (2) terdapat hubungan positif yang signifikan antara *self-efficacy* dengan kesiapan kerja; dan (3) secara simultan, *self-sabotage* dan *self-efficacy* berhubungan signifikan dengan kesiapan kerja. Temuan ini menunjukkan bahwa kesiapan kerja dipengaruhi secara signifikan oleh dua faktor psikologis tersebut. *Self-sabotage* berperan sebagai hambatan internal yang menurunkan kesiapan kerja, sedangkan *self-efficacy* berperan sebagai pendorong yang meningkatkan kesiapan individu dalam menghadapi dunia kerja. Berdasarkan hasil tersebut, direkomendasikan agar mahasiswa tingkat akhir maupun lulusan baru mendapat dukungan berupa program pengembangan diri yang menekankan pada penguatan *self-efficacy* dan pengelolaan perilaku *self-sabotage*, melalui pelatihan, konseling, maupun pendampingan karier dari institusi.

Kata Kunci: *Self-Sabotage*, *Self-Efficacy*, Kesiapan Kerja

THE RELATIONSHIP BETWEEN SELF-SABOTAGE AND SELF-EFFICACY WITH WORK READINESS OF FRESH GRADUATES OF THE STATE CHRISTIAN INSTITUTE OF MANADO

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ABSTRACT

This study aims to examine the relationship between self-sabotage and self-efficacy with work readiness among fresh graduates of the State Christian Institute of Manado (IAKN Manado). The increasing number of graduates who feel unprepared to enter the workforce highlights the importance of understanding psychological factors that either strengthen or hinder work readiness. This research employed a quantitative correlational approach using a Likert-scale questionnaire (1–4). The sample consisted of 52 graduates from the class of 2024, selected through purposive sampling techniques. The research instruments included three scales: a self-sabotage scale based on Yearwood's (2023) indicators, a self-efficacy scale developed according to Bandura's theory, and a work readiness scale constructed from Pool & Sewell's (2007) indicators and Fitriyanto's (2006) concept. Data analysis was conducted using Pearson correlation and multiple linear regression tests. The results revealed that: (1) there is a significant negative relationship between self-sabotage and work readiness; (2) there is a significant positive relationship between self-efficacy and work readiness; and (3) both self-sabotage and self-efficacy are significantly related to work readiness when tested simultaneously. These findings indicate that psychological factors significantly influence the level of readiness among graduates to face the demands of the labor market. While self-sabotage acts as an internal barrier that decreases readiness, self-efficacy functions as a driving force that enhances an individual's confidence and competence to enter the workforce. Based on these findings, it is recommended that final-year students and recent graduates receive institutional support through self-development programs focused on strengthening self-efficacy and managing self-sabotaging behaviors. Such interventions may include training, career counseling, and mentoring sessions.

Keywords: Self-Sabotage, Self-Efficacy, Work Readiness