

HUBUNGAN ANTARA *FEAR OF FAILURE* DENGAN KESIAPAN KERJA PADA *FRESH GRADUATE* YANG BELUM BEKERJA

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RINGKASAN

Fresh graduate merupakan individu yang baru saja lulus dari perkuliahan dan memiliki tanggung jawab baru, yakni bekerja. Dalam memasuki dunia kerja, *fresh graduate* memerlukan kesiapan kerja. Dunia kerja yang merupakan hal baru bagi *fresh graduate* mampu memunculkan *fear of failure*. Penelitian ini dilakukan untuk mengetahui bagaimana hubungan antara *fear of failure* dengan kesiapan kerja pada *fresh graduate* yang belum bekerja. Sampel penelitian diambil dengan teknik *purposive sampling*, melibatkan 205 responden. Alat pengumpulan data dalam penelitian ini memodifikasi skala *fear of failure* yang disusun oleh Wiyointi, dkk. (2024) berdasarkan aspek menurut Conroy (2001) dan skala kesiapan kerja yang disusun oleh Sagita, dkk. (2020) berdasarkan aspek menurut Caballero dkk. (2011). Penelitian ini menggunakan pendekatan kuantitatif dengan uji hipotesis *Spearman Rank*. Hasil uji reliabilitas menunjukkan bahwa skala kesiapan kerja memiliki nilai *Cronbach's Alpha* sebesar 0,850 dan skala *fear of failure* sebesar 0,928. Hasil penelitian menunjukkan nilai signifikansi sebesar 0,000 ($p < 0,001$) dengan koefisien korelasi -0,247, yang mengindikasikan adanya hubungan negatif yang sangat signifikan antara *fear of failure* dengan kesiapan kerja pada *fresh graduate* yang belum bekerja. Dengan demikian, semakin tinggi tingkat *fear of failure*, maka semakin rendah kesiapan kerja begitupun sebaliknya, semakin rendah *fear of failure*, maka semakin tinggi kesiapan kerja.

Kata Kunci: *Fear of Failure*, Kesiapan Kerja, *Fresh Graduate*

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THE RELATIONSHIP BETWEEN FEAR OF FAILURE AND WORK READINESS IN FRESH GRADUATES WHO HAVE NOT WORKED

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ABSTRACT

Fresh graduate is an individual who has recently completed their college education and is taking on a new responsibility—entering the workforce. To successfully transition into the professional world, fresh graduates need to possess job readiness. However, since the workplace is a new environment for them, it may trigger a fear of failure. This study was conducted to examine the relationship between fear of failure and job readiness among unemployed fresh graduates. The sample was obtained using purposive sampling, involving 205 respondents. The data collection instruments used in this study included a modified fear of failure scale developed by Wiyointi et al. (2024), based on the aspects proposed by Conroy (2001), and a job readiness scale developed by Sagita et al. (2020), based on the aspects proposed by Caballero et al. (2011). This research used a quantitative approach and hypothesis testing was carried out using the Spearman Rank correlation test. The reliability test showed that the job readiness scale had a Cronbach's Alpha of 0.850, while the fear of failure scale had a Cronbach's Alpha of 0.928. The results revealed a highly significant negative relationship between fear of failure and job readiness, with a significance value of 0.000 ($p < 0.001$) and a correlation coefficient of -0.247. This indicates that the higher the level of fear of failure, the lower the level of job readiness, and conversely, the lower the fear of failure, the higher the job readiness.

Keywords: *Fear of Failure, Work Readiness, Fresh Graduate*

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