

The Effect of Self Efficacy and Internal Locus of Control on Career Adaptability with Self-Regulation as a Mediation Variable

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ABSTRACT

Introduction: Career adaptability is essential in today's dynamic work environment, especially for millennials who seek meaningful work and personal growth. Key factors influencing career adaptability include self-efficacy, the belief in one's ability to achieve goals, and internal locus of control, the perception of having control over life outcomes. Understanding these factors is crucial for supporting career development and long-term success.

Objectives: This study aims to analyze the influence between self-efficacy and internal locus of control on career adaptability, which is mediated by self-regulation. Two factors that are considered important in ensuring that a person's ability to adapt to a career are self-efficacy and internal locus of control. Then self-regulation is assumed to be a factor that can mediate between self-efficacy and internal locus of control on career adaptability.

Methods: The method used in this study is a quantitative approach with a type of causal research. Meanwhile, the data of this study is primary data collected by questionnaire through google formI with random sampling technique. The number of respondents is 272 millennials who work in the South Tangerang City area.

Results: The results of the study were obtained that self-efficacy had a positive and significant effect on regulation. Internal Locus of Control has a positive and significant effect on self-regulation. Self-efficacy has a positive and significant effect on career adaptability.

Conclusions: Internal Locus of Control has a positive and significant effect on career adaptability. Self-regulation has a positive and significant effect on career adaptability. Self-efficacy has a positive and significant effect on career adaptability through self-regulation. Internal Locus of Control has a positive and significant effect on career adaptability through self-regulation.

Keywords: Self-Efficiency, Internal Locus of Control, Self-Regulation, Career Adaptability.

INTRODUCTION

Nowadays, career is an important thing in a person's life, especially when in an organization or company. Accuracy in a person's career choice is expected to support and improve the level of well-being of himself and his family. Career is a major source of income for some people and successful workers can provide financial security as well as the possibility that a person can meet basic needs and also plan their future.

Having a career in the current era presents a big challenge for everyone. To face these challenges, everyone needs to develop and adapt to such a rapidly changing environment, especially for the millennial generation (generation Y). Millennials are often considered to be the generation that seeks meaning in their work, they have different and unique characteristics from previous generations. Their tendency to be a value-added worker, and having meaning and opportunities to grow personally and professionally, is very important to them.

In general, the millennial generation prioritizes a balance between work life and personal life. In choosing a job, they want flexibility and give them time to pursue interests outside of work. According to Gallup quoted by Latupapua et

al. (2022) that millennials at work have very different characteristics compared to previous generations, they millennials work by pursuing goals and ideals, and want themselves to develop at work, they don't want a boss who provides strict supervision, and also want on going conversations, they generally think more about development, and they think that work is part of their life [1]. The millennial generation shows certain tendencies in their views and approaches to future careers. They tend to look for meaning and purpose in their work and not only see work as a source of income, but also as a way to make an impact and achieve personal goals. Likewise with career issues, the millennial generation has attitudes that reflect the unique values, expectations, and preferences that this generation generally has. Meanwhile, an important factor for the millennial generation is career adaptability, considering the business environment that continues to change dynamically.

Career adaptability is a person's ability to adapt to changes in the world of work, including changes in job demands, technology, and job market needs. Career adaptability is a person's readiness to cope with the work that has been anticipated at the time of preparation and adjustment in the job role, as well as being able to overcome and adjust to situations and conditions that are difficult to navigate due to changes [2]. Career adaptability includes the ability to learn new skills, adapt to a changing work environment, and take proactive steps to plan and manage career progression. An adaptive person tends to be more able to handle dynamic and unexpected situations. Factors that are suspected to affect a person's career adaptability are self-efficacy and internal locus of control and mediated by self-regulation.

Self efficacy has an influence on a person's career adaptability. Self efficacy refers to an individual's belief in the ability to succeed in achieving goals and overcoming challenges. According to Santrock quoted by Sondakh, et al. (2020) self-efficacy is a person's belief in their ability to master the situation and be able to achieve something that benefits them. A person who has a high level of self-efficacy will have strong self-confidence in challenges, also have confidence that they are capable of overcoming obstacles and new tasks or changing towards their career [3]. A person who has a high level of self-efficacy tends to be more proactive in managing their career. The person is more proactive in seeking out new opportunities and taking more responsibility for the development of their career. Millennials who have high self-efficacy are usually more flexible and open to change and they see change as an opportunity to grow and develop their careers rather than an obstacle for them. Thus, self-efficacy has an important war on the formation of career adaptability of the millennial generation and helps them in facing challenges and changes with a positive attitude and independence.

Then the internal locus of control has an influence on the adaptability of a person's career. According to Kreitner and Kinicki quoted by Sandakh, et al. (2020) the internal locus of control is a person's belief that what has become is something that is always in his control and always participates in taking responsibility in decision-making [3]. Internal locus of control is a form of a person's belief that he has control and influence over his life and the decisions taken. The internal locus of control can also influence the millennial generation's ability to plan and manage their careers. They may be more likely to have a long-term vision of their career goals and design a structured plan to achieve those goals. Individuals with a high internal locus of control tend to make career decisions with more confidence. They see themselves as active agents who can shape and direct their careers, open to the decision being a self-inflicted receiver. Thus, the internal locus of control can be an important asset for millennials in developing career adaptability, helping them face change with a proactive attitude and personal responsibility.

Furthermore, self-regulation as a variable that mediates self-efficacy and internal locus of control on career adaptability. Self-regulation is a person's ability to control, manage, and regulate behavior, emotions, and think about themselves. Zimmerman and Clark quoted by Pratiwi & Retnowati (2019) interpret self-regulation as an ability that exists in a person which consists of the ability to think and also be able to manipulate the surroundings where a person is and be able to adjust [4]. Self-regulation involves the ability of individuals to manage their feelings, impulses, and actions in achieving goals. High self-efficacy and a strong internal locus of control can increase a person's ability to manage themselves, including in facing career changes and challenges. High self efficacy can improve the squad; self-financing. Individuals who are confident in their abilities tend to have a high internal motivation to organize themselves in order to achieve goals and overcome obstacles in the workplace. A strong internal locus of control can motivate individuals to take control of their self-regulation and they may feel that their actions and decisions have a direct impact on career outcomes and motivate them to set themselves up to achieve

goals. Thus, through this mechanism, self-regulation can function as a mediator that explains how self-efficacy and internal locus of control affect a person's career adaptability.

This study aims to understand whether the influence of self-efficacy and internal locus of control on career adaptability is explained through the process of self-regulation, which is an individual's effort to manage their thoughts, emotions, and behaviors to achieve career goals.

LITERATURE REVIEW

Career Adaptability

Career adaptability is a person's ability to overcome changes and challenges in their career. Career adaptability as the ability to change career strategies in response to changes in working conditions and opportunities in the job market [5]. According to Savickas and Porfeli (2012), career adaptability is defined as an individual's ability to prepare himself to complete tasks and also be involved in work, as well as being able to overcome various problems that are unexpected or expected to occur due to changes in the work situation [2]. Meanwhile, according to Maree (2017), career adaptability is an activity to sharpen and utilize private social resources in order to make changes in oneself and situations to achieve career satisfaction and success [6]. Then, according to Savickas, quoted by Jatmika (2021), career adaptability is the preparation of individuals in overcoming work in the form of participation and preparation to be able to estimate or not be in accordance with changes in working conditions [7]. This includes the ability to adapt to a dynamic work environment, master new skills, and take effective action in the face of changing industry trends or job demands. Career adaptability also involves an open attitude to continuous learning and flexibility in responding to changing situations.

According to Savickas, quoted by Jatmika (2021), there are four dimensions of career adaptability that are part of the task of career development specifically, namely (a) Concern, which is concern for future careers. This is a person's ability to always be optimistic, have hope and be full of planning, so that a person gains experience, opportunities and activities that continue to practice skills and have for the future, and also needs to help a person in dealing with negative emotions related to pessimism and feelings of hopelessness, (b) Control, which is control of problems related to future careers. This involves efforts to improve self-regulation in uncertainty in career decision-making and responsibility for the future. A person's assertive behavior and the courage to act in self-control. Career guidance is an intervention related to decision-making, and self-concept explanation, as well as how to minimize fear and support individuals for planned decisions. (c) Curiosity is curiosity in finding ways to work in the future. This reflects a productive and active attitude towards career distillation, this can be maximized by training risk-taking and a desire to know about the world of work, especially for adolescents who are heading towards adulthood, so that they have a picture of a real future. and (d) Confidence, which is a person's confidence in trying to achieve their goals and aspirations. This is related to a person's ability to solve problems and self-efficacy, so that they can diligently and strive to achieve future goals. To achieve this, a person needs to be assisted in increasing their self-efficacy and self-esteem. These four dimensions provide an overview of resources in general and strategies that individuals benefit from in managing critical work, changes and obstacles in shaping their plans.

Self-Efficacy

Self-efficacy is a person's belief in their own ability to succeed in completing certain tasks or achieving specific goals. According to Santrock quoted by Sondakh et al. (2020), self-efficacy is a person's belief in their ability to master the situation and be able to achieve something that benefits them. Alwisol quoted by Cahyadi (2022: 5) defines self-efficacy as a person's perception or view of how to function in response to the situation being faced [8]. Meanwhile, Bandura, quoted by Hartono and Gunawan (2017), defines self-efficacy as a person's belief in the extent to which he is able to carry out a behavior under certain conditions [9]. It is a form of self-confidence related to a person's subjective assessment of their own ability to overcome challenges, overcome obstacles, and achieve goals. Then according to Bandura quoted by Kurnia et al. (2018) that an individual's ability to be able to complete each specific job [10]. Furthermore, according to Ormrod quoted by Safitri, Prianto, Puji Lestari and Patricia (2010) that self-efficacy is a person's self-confidence in their ability to achieve a desired result or goal [11].

According to Ardanti and Rahardja (2017) there are five dimensions that can be used to measure self-efficacy, namely

(a) Belief that work is in accordance with ability. This is the extent to which a person is confident that the job he is doing is in line with his abilities and skills, (b) Confidence in adapting to the job. The extent to which employees are confident that they can adapt to changes that occur in their work. This reflects a belief in flexibility and adaptability in the face of new challenges, (c) a belief that the work is in line with expectations. It is a person's level of confidence that they are capable of meeting or exceeding the expectations placed on their job. This reflects the ability to deliver the expected results, (d) Confidence in completing the work technically. The extent to which a person is confident that they have the necessary technical abilities to complete a given task or project. This relates to aspects of technical skills and competencies, and (e) Confidence and ability to help colleagues. The extent to which a person feels confident and has the ability to provide meaningful assistance or contribution to colleagues. This reflects the perception of the ability to collaborate and contribute in the work environment [12].

Internal Locus of Control

Internal locus of control is a psychological concept that refers to a person's belief in himself that he or she has control over events and outcomes in his life. According to Kreitner and Kinicki quoted by Sondakh et al. (2020), the internal locus of control is a person's belief that what has become is something that is always in his control and always participates in taking responsibility in decision-making. Meanwhile, according to Robbins and Judge quoted by Darmilisani (2021), the internal locus of control is an individual who feels confident that they are able to control everything that happens to them [13]. Then Larasati quoted by Solichah & Setiaji (2019) explains that individuals who have an internal locus of control they believe that they can manage problems that can benefit them so that they can determine their own fate. Furthermore, Opier and Mahpur quoted by Patintingan et al. (2023) define the internal locus of control, which is when a person is convinced that he has the ability to control what happens to him [14]. So a person with an internal locus of control tends to believe that they have the ability to influence events in their life, either through their own actions or the decisions they make. People with an internal locus of control tend to feel that they have responsibility for their success or failure and they see a cause-and-effect relationship between their actions and the results they experience. They believe that their personal endeavors and decisions can affect their future.

Kreitner and Kinicki were quoted by Al Azhar (2013) that the internal dimension of locus of control consists of (a) Personal ability, which is a belief where a person's abilities and skills can contribute to the results achieved, (b) Effort, which is a person's belief that every effort obtained from their tasks or activities has a significant influence on the results of their work, and (c) Choice (choice), which is a person's belief that every decision he makes has an important impact on every result he obtains [15].

Self-Regulation

Self-regulation refers to a person's ability to consciously control and regulate their own behavior, emotions, and thoughts. According to Taylor et al quoted by Mu'min (2016), self-regulation is an ability that a person has to be able to control their own achievements and activities, as well as set their desired targets, and control their success in achieving a goal [16]. Meanwhile, according to Manab quoted by Arum and Khoirunnisa (2021), self-regulation is a process where a person can regulate and make improvements to himself and has a goal to be achieved after having a goal, then there is an evaluation process in achieving these goals [17]. Then Zimmerman and Clark as quoted by Pratiwi & Retnowati (2019) interpret self-regulation as an ability that exists in a person which consists of the ability to think and also be able to manipulate the surroundings where a person is and be able to adjust. It involves the ability to self-regulate without relying on external supervision or encouragement. Self-regulation includes a number of aspects, including impulse control, stress management, emotional regulation, as well as monitoring and adjusting behavior according to personal goals and values. Self-regulation is important in achieving personal success and disparity. It plays a key role in forming positive habits, overcoming obstacles, and achieving long-term goals. People who are good at self-regulation tend to have better control over their lives and are able to overcome obstacles well and have healthier interpersonal relationships.

According to Bandura quoted by Prasetyana and Mariyati (2020), the aspects of self-regulation consist of five aspects, namely (a) Setting standards and goals, namely a person's ability to determine behavioral standards for themselves, (b) Self-observation, namely a person can find out the strengths and weaknesses of themselves, (c) Self-evaluation, which is a person who can assess himself according to the standards has been determined, (d) Self reaction is a

person's response to their own behavior, and (e) Self reflection is someone who is able to think in detail about the behavior and goals that have been set [18].

METHODS

This study uses a quantitative approach and a type of causal research. According to Sugiyono (2017:7), quantitative research is research that is empirical and based on the use of numerical data or measurable data. Then causal research is a type of research that aims to determine the cause-and-effect relationship between two or more variables. Causal research is a research method that provides an explanation of the causal relationship between one variable and another variable [19]. This study uses primary data obtained using a questionnaire distributed through google forms. The respondents of this study are millennial generation employees who work in the South Tangerang City area which is determined using the Isaac and Micheal table and the error rate is 10% so that a sample of 272 people was obtained. The analysis method used is Smart PLS to test the model.

RESULTS

Outor Model

Test the Outer Model to interpret the relationship between latent variables and their indicators. The outer model is measured using validity and reliability testing.

a. Validity Test

The validity test was carried out with two types of validity, namely convergent validity and discriminatory validity.

1. Convergent Validity

This test is to find out the relationship between the indicator and its latent construct or variable. An indicator is declared to meet convergent validity and high validity if the outer loading value > 0.7 [20]. The results of the evaluation of the outer model are as follows:

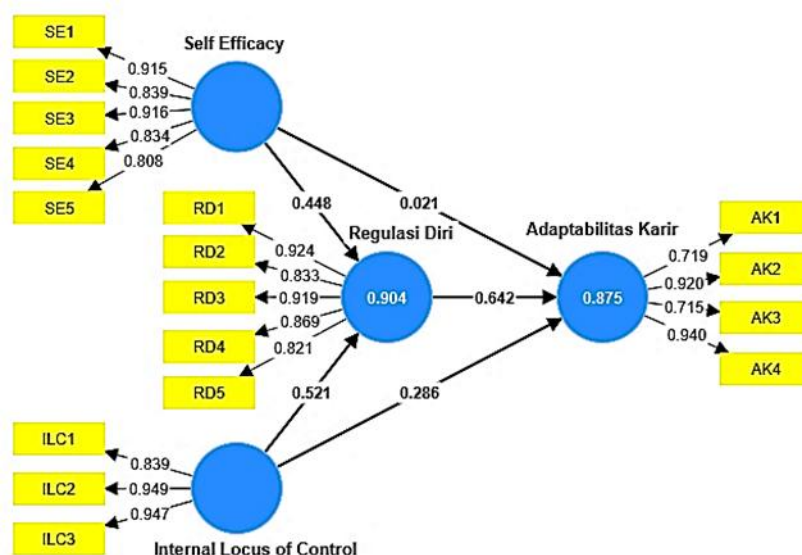


Figure 1. Output Outer Loading

From the output and results of the evaluation of the outer model in figure 1 above, it is known that all indicators of each variable have an outer loading value greater than 0.7, so that all variable indicators are declared valid or good in terms of convergent validity.

2. Discriminatory Validity

Measure indicators based on cross loading with their latent variables. The AVE value that is an indicator of validity must have a $>$ value of 0.50.

Tabel 1. Average Variance Extracted (AVE)

Variable	Everage Variance Extracted (AVE)	Information
Self-Efficacy	0,746	Valid
Internal Locus of Control	0,833	Valid
Self-Regulation	0,764	Valid
Career Adaptability	0,689	Valid

From the results of the evaluation of the outer model in thickness 2 above, it can be seen that the AVE value of all variables is greater than 0.5, so it is stated that all research variables have good or valid discriminatory validity.

b. Reliability Test

The reliability test is used as one of the evaluations on the outer model (measurement model). In this test, the latent variable is declared to be reliable if the value of Cronbach's Alpha > 0.7, and the value of Composite Reliability > 0.7.

Tabel 2. Composite Reliability dan Cronbach's Alpha

Variable	Cronbach's Alpha	Composite Reliability	Information
Self-Efficacy	0,915	0,933	Reliable
Internal Locus of Control	0,899	0,912	Reliable
Self-Regulation	0,923	0,936	Reliable
Career Adaptability	0,847	0,897	Reliable

From table 3 above, it can be explained that both the Cronbach's Alpha value and the Composite Reliability value of each variable > 0.70, so that all research variables are declared reliable or consistent.

Inner Model

According to Ghozali (2014), the inner model is also called inner relation, structural model and substance theory describe a relationship between latent variables in accordance with substantive theory. The inner model is a structural model used to test the relationship between the construct of exogenous variables and endogenous variables that have been hypothesized previously. There are several tests that can be done on the Inner Model, which are as follows:

a. R Square (R²) Test

The R Square test is used to measure or assess how much of the construct of endogenous variables is explained or contributed by exogenous variables. When the R Square value is 0.75 (strong), 0.50 (moderate), and 0.25 (weak).

Table 3. R-Square

Variable	R Square	R Square Adjusted
Self-Regulation	0,904	0,902
Career Adaptability	0,875	0,871

From table 4 above, it is known that the R-Square value of the self-regulation variable is 0.904 or 90.4% which means that the contribution to self-efficacy and internal locus of control on self-regulation is 90.4%, so the remaining 9.6% there are still other independent variables that have not been disclosed in this study. Then the R-Square value of the career adaptability variable is 0.875 or 87.5%, which means that the contribution of self-efficacy, internal locus of control and self-regulation to career adaptability is 87.5%, so the remaining 12.5% there are still other independent variables that have not been disclosed in this study. Therefore, the model in this study of self-regulation variables and career adaptability has a strong contribution.

b. Q Square Test (Q2)

Q Square (Q2) or Cross validated reduncancy is used to assess predictive relevance. If the Q Square value (Q2) > 0, it can be stated that the model has strong predictive relevance to a certain construct, but vice versa, if the Q Square (Q2) value \leq 0, it can be stated that the model lacks predictive relevance to a certain construct [21].

Tabel 4. Q-Square Analysis

Variable	Model	Value
Self-Regulation	$Q2 = (1 - SSE/SSO)$	0,573
Career Adaptability	$Q2 = (1 - SSE/SSO)$	0,482

From table 5 above, it is known that the Q2 value of the self-regulation variable is 0.573 > 0, and the Q2 value of the career adaptability variable is 0.482 > 0, so it can be stated that the model in this study has strong predictive relevance.

c. F-Square Test (F2)

The F-Square test was carried out to determine the ability of the influence of endogenous variables on exogenous variables. The magnitude of the influence is indicated by three categories, namely if $F2 = 0.02$ has a small effect, $F2 = 0.15$ has a moderate effect, and $F2 = 0.35$ has a large effect.

Table 5. F-Square (F2)

Variable	Self-Regulation	Career Adaptability
Self-Efficacy	0,306	0,254
Internal Locus of Control	0,413	0,068
Self-Regulation	-	0,316
Career Adaptability	-	-

From table 6 above, it shows the value of F Square over endogenous variables against exogenous variables, so it can be explained, as follows:

1. The self-efficacy variable has an F2 value of 0.306 for the self-regulation variable, which means $0.15 < F2 (0.306) < 0.35$, so it can be said that the influence of the self-efficacy variable on self-regulation has a moderate influence.
2. The Internal Locus of Control variable has an F2 value of 0.413 for the self-regulation variable, which means that $F2 > 0.35$, so it can be said that the influence of the Internal Locus of Control variable on self-regulation has a great influence.

3. The self-efficacy variable has an F_2 value of 0.254 to the career adaptability variable, which means $0.15 < F_2 (0.254) < 0.35$, so it can be said that the influence of the self-efficacy variable on career adaptability has a moderate influence.
4. The Internal Locus of Control variable has an F_2 value of 0.068 for the career adaptability variable, which means that $F_2 (0.068) < 0.15$, so it can be said that the influence of the Internal Locus of Control variable on career adaptability has a small influence.
5. The self-regulation variable has an F_2 value of 0.316 for the career adaptability variable, which means $0.15 < F_2 (0.316) < 0.35$, so it can be said that the influence of the self-regulation variable on career adaptability has a moderate influence.

Hypothesis Testing

The hypothesis test aims to determine the clear and significant influence of independent variables on dependent variables. Hypothesis testing can be seen from t-statistical values and probability values (Husein (2015:21). To test the hypothesis using an alpha value of 5% and a t-statistical value of 1.96. With the criteria of t-statistic > 1.96 and $p < 0.05$ has a significant effect.

a. Direct Effect

Direct influence in the context of this analysis refers to the direct relationship between the variables measured in the model. The results of the direct test, as follows:

Table 6. Direct Effect

Variable	Original sample (O)	Sample mean (M)	T-Statistics	P-Value
Self-Efficacy → Self-Regulation	0.448	0.477	3.570	0.000
Internal Locus of Control → Self-Regulation	0.521	0.494	4.207	0.000
Self-Efficacy → Career Adaptability	0.202	0.231	2.245	0.010
Internal Locus of Control → Career Adaptability	0.286	0.292	2.379	0.017
Self-Regulation → Career Adaptability	0.642	0.668	4.585	0.000

From table 7 above, it shows that:

1. The effect of self-efficacy on self-regulation. The results of the hypothesis test are known to have a positive value of 0.448 in the original sample, and a t-statistics value of $3.570 > 1.96$ and a p-value of $0.000 < 0.05$, so that H_a is accepted and H_0 is rejected, which means that self-efficacy has a positive and significant effect on self-regulation.
2. The Influence of Internal Locus of Control on Self-Regulation. The results of the hypothesis test were known to have a positive value of 0.521 in the original sample, and a t-statistics value of $4.207 > 1.96$ and a p-value of $0.000 < 0.05$, so that H_a was accepted and H_0 was rejected which means that the Internal Locus of Control had a positive and significant effect on self-regulation.
3. The effect of self-efficacy on career adaptability. The results of the hypothesis test showed that the original sample value of 0.202 was positive, and the t-statistics value was $2.245 > 1.96$ and the p-value was $0.010 < 0.05$, so that H_a was accepted and H_0 was rejected which means that self-efficacy had a positive and significant effect on career adaptability.
4. The Influence of Internal Locus of Control on Career Adaptability. The results of the hypothesis test were known to have a positive original sample value of 0.286, and a t-statistics value of $2.379 > 1.96$ and a p-value of $0.017 < 0.05$, so that H_a was accepted and H_0 was rejected, which means that the Internal Locus of Control had a positive and significant effect on career adaptability.

5. The effect of self-regulation on career adaptability. The results of the hypothesis test showed that the original sample value of 0.642 was positive, and the t-statistics value was $4.585 > 1.96$ and the p-value was $0.000 < 0.05$, so that H_a was accepted and H_0 was rejected, which means that self-regulation has a positive and significant effect on career adaptability.
- b. Indirect Effect

By identifying and measuring indirect influences, it will help in validating the theory underlying the conceptual model. If there is a significant indirect influence, this can corroborate the empirical evidence regarding the relationship between variables. The results of indirect testing, as follows:

Table 7. Indirect Effect

Variable	Original sample (O)	Sample mean (M)	T-Statistics	P-Value
Self-Efficacy → Self-Regulation → Career Adaptability	0.288	0.323	2.380	0.017
Internal Locus of Control → Self-Regulation → Career Adaptability	0.334	0.326	3.499	0.000

From table 4 above, it shows that:

1. The effect of self-efficacy on career adaptability through self-regulation. The results of the hypothesis test showed that the original sample value of 0.288 had a positive value, and the t-statistics value of $2.380 > 1.96$ and the p-value of $0.017 < 0.05$, so that H_a was accepted and H_0 was rejected, which means that self-efficacy has a positive and significant effect on career adaptability through self-regulation. So it can be said that self-regulation mediates between self-efficacy and career adaptability.
2. The Influence of Internal Locus of Control on Career Adaptability through Self-Regulation. The results of the hypothesis test showed that the original sample value of 0.334 had a positive value, and the t-statistics value was $3.499 > 1.96$ and the p-value was $0.000 < 0.05$, so that H_a was accepted and H_0 was rejected, which means that the Internal Locus of Control has a positive and significant effect on career adaptability through self-regulation. So it can be said that self-regulation mediates between the Internal Locus of Control and career adaptability.

DISCUSSION

The Effect of Self Efficacy on Self-Regulation

The results of the above analysis show that self-efficacy has a positive and significant effect on self-regulation. This is shown from the t-statistics value of $3.570 > 1.96$ and the p-value of $0.000 < 0.05$. This can be explained that a person with high self-efficacy tends to have a better ability to self-regulate. High self efficacy can help a person manage themselves more effectively. They have the ability to make plans, set realistic goals, and manage time well to achieve the desired results. This is in line with the research of Setyowati and Sahrani (2021) that self-efficacy has an effect on self-regulated. Also with the research of Efendi et al. (2022) that regarding the meaningful relationship between self-efficacy and self-regulation, the higher the level of self-efficacy, the higher the self-regulation [22].

The Influence of Internal Locus of Control on Self-Regulation

The results of the above analysis show that the Internal Locus of Control has a positive and significant effect on self-regulation. This is shown from the t-statistics value of $4.207 > 1.96$ and the p-value of $0.000 < 0.05$. It can be implied that a person with an internal locus of control tends to feel fully responsible for their actions and decisions. They consider themselves to have control over the course of their lives. This can encourage a sense of personal responsibility in terms of self-regulation. This is in line with the research of Syahputra and Affandi. (2021) that there is a significant positive relationship between internal locus of control and self-regulation [23].

The Effect of Self Efficacy on Career Adaptability

The results of the above analysis show that self-efficacy has a positive and significant effect on career adaptability. This is shown from the t-statistics value of $2.245 > 1.96$ and the p-value of $0.010 < 0.05$. This can be explained that a person with high self-efficacy may be more likely to take the initiative in developing themselves. They may seek additional training, courses, or experience to enhance their skills and knowledge, supporting career adaptability. This is in line with the research of Rahmaningtiyas et al. (2021) that there is a relationship between career self-efficacy and career adaptability [24].

The Influence of Internal Locus of Control on Career Adaptability

The results of the above analysis show that the Internal Locus of Control has a positive and significant effect on career adaptability. This is shown from the t-statistics value of $2.379 > 1.96$ and the p-value of $0.017 < 0.05$. This can be explained by the fact that a person with an internal locus of control tends to feel responsible for their life and career. They consider themselves to have control over the career choices and decisions they make. This can encourage them to actively participate in managing and developing their careers. This result is in line with the research of Solichah and Setiaji (2019) that there is a positive influence between the internal locus of control on career adaptability [25].

The Effect of Self-Regulation on Career Adaptability

The results of the above analysis show that self-regulation has a positive and significant effect on career adaptability. This is shown from the t-statistics value of $4.585 > 1.96$ and the p-value of $0.000 < 0.05$. This can be explained that self-regulation involves the ability to control emotions, regulate behavior, and manage oneself effectively. This can be a valuable asset in dealing with change and adjusting to the changing demands of a career. This result is in line with Silmi's (2021) research that there is an effect between self-regulation and career adaptability [26].

The Effect of Self Efficacy on Career Adaptability Through Self-Regulation

The results of the above analysis show that self-efficacy has a positive and significant effect on career adaptability through self-regulation. So it can be said that self-regulation mediates between self-efficacy and career adaptability. This is shown from the t-statistics value of $2.380 > 1.96$ and the p-value of $0.017 < 0.05$. This can be explained that self-regulation functions as a link between belief in self-efficacy and the ability to cope and adapt to changes in career. By having good self-regulation, a person can more effectively manage challenges, optimize potential, and improve their career adaptability.

The Influence of Internal Locus Of Control on Career Adaptability Through Self-Regulation

This is shown from the value that the Internal Locus of Control has a positive and significant effect on career adaptability through self-regulation. So it can be said that self-regulation mediates between the Internal Locus of Control and career adaptability. This is shown from the t-statistics value of $3.499 > 1.96$ and the p-value of $0.000 < 0.05$. This can be explained by the fact that a person with the Internal Locus of Control may be more likely to perceive the change as the result of their own actions. Self-regulation can mediate their ability to motivate themselves to learn and develop new skills in order to adapt to career changes.

CONCLUSION

After conducting the analysis and discussion above, the researcher can conclude that self-efficacy has a positive and significant effect on regulation. Internal Locus of Control has a positive and significant effect on self-regulation. Self-efficacy has a positive and significant effect on career adaptability. Internal Locus of Control has a positive and significant effect on career adaptability. Self-regulation has a positive and significant effect on career adaptability. Self-efficacy has a positive and significant effect on career adaptability through self-regulation. Internal Locus of Control has a positive and significant effect on career adaptability through self-regulation.

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