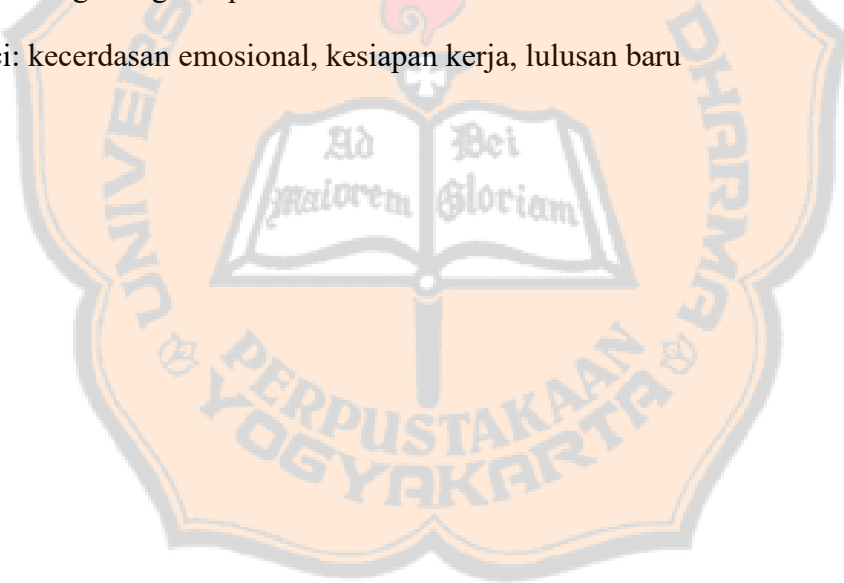


ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kecerdasan emosional dengan kesiapan kerja pada lulusan baru. Lulusan baru berada dalam masa transisi dari dunia pendidikan ke dunia kerja yang sering kali menimbulkan ketidaksiapan, baik secara psikologis maupun keterampilan praktis. Kecerdasan emosional berperan penting dalam mendukung kesiapan kerja karena melibatkan kemampuan individu dalam mengenali, mengelola, dan memanfaatkan emosi untuk beradaptasi dan berinteraksi di lingkungan kerja. Penelitian ini menggunakan pendekatan kuantitatif korelasional dengan teknik convenience sampling. Subjek penelitian adalah lulusan sarjana yang telah diwisuda antara Januari 2024 hingga Maret 2025 dan belum memiliki pengalaman kerja formal lebih dari satu tahun. Alat ukur yang digunakan adalah The Assessing Emotions Scale (AES) dengan reliabilitas 0,861 dan The Work Readiness Scale (WRS) dengan reliabilitas 0,813. Data tidak berdistribusi normal, namun hubungan antar variabel bersifat linear dengan signifikansi 0,003. Hasil uji hipotesis menggunakan korelasi Spearman menunjukkan adanya hubungan positif yang signifikan antara kecerdasan emosional dan kesiapan kerja ($r = 0,636$; $p < 0,001$). Temuan ini memperkuat peran kecerdasan emosional sebagai prediktor penting kesiapan kerja, khususnya pada lulusan baru yang sedang menghadapi transisi karier awal.

Kata Kunci: kecerdasan emosional, kesiapan kerja, lulusan baru



ABSTRACT

This study aims to examine the relationship between emotional intelligence and work readiness among fresh graduates. Fresh graduates are in a transitional phase from education to employment, which often leads to unpreparedness, both psychologically and in practical skills. Emotional intelligence plays a significant role in supporting work readiness as it involves the individual's ability to recognize, regulate, and utilize emotions to adapt and interact effectively in the workplace. This research employed a correlational quantitative approach with convenience sampling. The participants were bachelor's degree graduates who graduated between January 2024 and March 2025 and had no more than one year of formal work experience. The instruments used were The Assessing Emotions Scale (AES), which had a reliability of 0.861, and The Work Readiness Scale (WRS), with a reliability of 0.813. Although the data were not normally distributed, a linear relationship between the variables was confirmed ($p = 0.003$). Hypothesis testing using Spearman's rho showed a significant positive correlation between emotional intelligence and work readiness ($r = 0.636$; $p < 0.001$). These findings reinforce emotional intelligence as an important predictor of work readiness, especially among fresh graduates facing early career transitions.

Keywords: emotional intelligence, work readiness, fresh graduates

