ABSTRAK

HELMI REZA MUSYAFFA, Perbedaan Career Value Mahsiswa Berdasarkan Tingkat Psychological Well-Being. Skripsi. Medan: Fakultas Ilmu Pendidikan. Universitas Negeri Medan. 2026.

Penelitian ini bertujuan untuk mengetahui perbedaan orientasi nilai karier (*career value*) mahasiswa berdasarkan tingkat kesejahteraan psikologis (*psychological well-being*). Mahasiswa yang berada pada fase eksplorasi karier saat ini dihadapkan pada pergeseran nilai kerja yang tidak lagi hanya berorientasi pada aspek moneter, melainkan juga keseimbangan dan makna hidup. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian komparatif. Pengambilan sampel dilakukan menggunakan teknik *simple random sampling*, yang melibatkan 140 mahasiswa Program Studi Bimbingan dan Konseling Universitas Negeri Medan angkatan 2025. Pengumpulan data menggunakan dua instrumen, yaitu Skala *Psychological Well-Being* yang mengukur enam dimensi kesejahteraan psikologis (36 item) dan Skala *Career Value* yang mengukur lima dimensi nilai karier, yakni *leisure*, *intrinsic rewards*, *altruistic rewards*, *social rewards*, dan *extrinsic rewards* (19 item). Data dianalisis menggunakan uji *One-Way ANOVA* untuk menguji perbedaan skor total dan *Two-Way Mixed ANOVA* untuk menguji profil per dimensi. Hasil penelitian menunjukkan bahwa tidak terdapat perbedaan rata-rata *career value* secara total yang signifikan antar tingkat *psychological well-being* rendah, sedang, dan tinggi ($F=1{,}501$; $p=0{,}227$). Analisis lanjutan juga membuktikan ketiadaan efek interaksi antara *psychological well-being* dengan dimensi *career value*. Meskipun demikian, ditemukan perbedaan preferensi yang sangat signifikan antar dimensi *career value* itu sendiri ($p<0{,}001$). Mahasiswa secara konsisten menempatkan *altruistic rewards* dan *intrinsic rewards* pada prioritas tertinggi, serta memposisikan leisure pada prioritas terendah, terlepas dari kondisi kesejahteraan psikologis mereka. Kesimpulannya, tingkat *psychological well being* tidak menjadi determinan yang membedakan nilai karier, dan mahasiswa calon konselor terbukti memiliki struktur nilai kerja stabil yang mengedepankan esensi profesi menolong.

Kata Kunci: Nilai Karir, Kesejahteraan Psikologis, Bimbingan dan Konseling.

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ABSTRACT

HELMI REZA MUSYAFFA, Differences In Students' Career Values Based On The Level Of Psychological Well-Being. Skripsi. Medan: Faculty of Education. State University of Medan. 2026.

This study aimed to determine differences in students' career value orientations based on their psychological well-being levels. Students in the career exploration phase currently face a shift in work values that emphasize life balance and meaning over monetary aspects. This research employed a quantitative comparative design. Sampling was conducted using a simple random sampling technique, involving 140 students from the Guidance and Counseling Study Program at Universitas Negeri Medan, batch 2025. Data were collected using the Psychological Well-Being Scale (36 items) measuring six dimensions, and the Career Value Scale (19 items) measuring five dimensions: leisure, intrinsic, altruistic, social, and extrinsic rewards. Data were analyzed using One-Way ANOVA to test total score differences and Two-Way Mixed ANOVA to test dimensional profiles. The results indicated no significant difference in the total average career value across low, moderate, and high psychological well-being levels ($F=1.501$; $p=0.227$). Further analysis proved the absence of an interaction effect between psychological well-being and career value dimensions. However, highly significant preference differences were found among the career value dimensions ($p<0.001$). Students consistently placed altruistic and intrinsic rewards as their highest priority, and leisure as the lowest, regardless of their psychological well-being status. In conclusion, psychological well-being is not a determining factor that differentiates career values. Students' career value structures proved stable, prioritizing helping values and meaningful work that align with the professional identity and core principles of prospective counselors.

Keywords: Career Value, Psychological Well-Being, Guidance and Counseling.

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