

**THE INFLUENCE OF CAREER MATURITY AND CAREER
DECISION-MAKING ON CAREER ADAPTABILITY AMONG
COSMETOLOGY JOB SEEKER IN 2022–2024 AT SMK PGRI
WLINGI**

SKRIPSI



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Diajukan Kepada Fakultas Ekonomi Bisnis
Universitas Pembangunan Nasional "Veteran" Jawa Timur
Untuk menyusun Skripsi S-1 Program Studi Manajemen



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PREFACE

Praise and gratitude are extended to Almighty God for His blessings, grace, and guidance, which have enabled the researcher to complete this undergraduate thesis entitled **“The Influence of Career Maturity and Career Decision-Making on Career Adaptability Among Cosmetology Job Seeker in 2022–2024 at SMK PGRI Wlingi.”** This thesis is submitted as one of the requirements for obtaining a Bachelor's Degree.

The completion of this thesis would not have been possible without the support, guidance, and assistance of many individuals. Therefore, the researcher would like to express sincere gratitude to:

1. The Rector of Prof. Dr. Akhmad Fauzi, M.T for providing the opportunity and facilities to pursue higher education.
2. The Dean of the Faculty of Dr. Dra. Ec. Tri Kartika Pertiwi, M.Si for the support and encouragement throughout the academic journey.
3. The Head of the Study Program of Prof. Dr. Wiwik Handayani, S.E., M.Si for the guidance and assistance during the completion of this study.
4. Dr. Dra. Ika Korika Swasti, M.Pd as the academic tutor who has provided guidance, motivation and support throughout the author’s studies.
5. Dr. Dewi Khrisna Sawitri, S.S., S.Psi., M.Si as the thesis advisor, for the valuable guidance, constructive suggestions, patience, and continuous support throughout the research process.
6. All lecturers of the Management major who have shared their knowledge,

experience, and guidance during the researcher's academic studies.

7. The Principal, teachers, and staff of SMK PGRI Wlingi for granting permission and providing support during the research process.
8. All respondents who willingly participated in this study and provided valuable information for the completion of this research.
9. The researcher beloved parents and family for their endless love, prayers, encouragement, and moral support.
10. All parties who have contributed directly or indirectly to the completion of this thesis.

The researcher realizes that this thesis is not free from limitations and shortcomings. Therefore, constructive criticism and suggestions are highly appreciated for the improvement of future research. It is hoped that this thesis will provide useful contributions to the development of knowledge, particularly in the fields of career development, vocational education, and human resource development.

Blitar, 14 June 2026

Researcher

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ABSTRACT

Career adaptability is an individual's ability to prepare for, face and adjust to the changes and challenges that arise throughout their career journey. This study examines two factors thought to play a role in enhancing career adaptability, namely career maturity and career decision-making. Career maturity refers to an individual's readiness to plan, understand and develop their career realistically in line with their abilities, interests and opportunities. Meanwhile, career decision-making is an individual's ability to make career choices through a process of gathering information, evaluating various alternatives, and having confidence in the career decision they have made. The study employed a quantitative approach, involving 130 graduates of the Beauty Therapy Specialisation Programme at Vocational High Schools in Blitar City. The entire population was used as the research sample, utilising the saturated sampling technique. Data analysis was carried out using Structural Equation Modelling–Partial Least Squares (SEM-PLS) to test the relationships between variables.

Keywords: Career Adaptability; Career Maturity; Career Decision-Making; Vocational Graduates; Career Development.