The Relationship Between Adversity Quotient and Career Adaptability of Internship Nursing Students

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Abstract

A competitive job market is a challenge that needs to be faced by every university graduate. It is expected that every graduate has capability to keep face with expansion in job sectors. To be able to adapt to the job situation, a specific intelligence to face in facing every challenge and obstacle namely adversity quotient, is required. This study aimed to identify the correlation between adversity quotient (AQ) and career adaptability of internship nursing students. This study was descriptive correlational. Samples were recruited using a total sampling tecnique (n=142). Data were collected using a questionnaire consisting of a demographic survey, an Adversity Response Profile (ARP) Quick TakeTM and a Career Adapt-Abilities Scale (CAAS). Data were analyzed using descriptive statistics and Rank Spearman correlation test. The result of this study indicated that no students were in quitter category, only 0,7% of them were in quitter to camper transition, 76,8% of them were campers, 21,8% of the students were in camper to climber transition, 0,7% of all respondents were climbers. No students had a very low career adaptability, only 1,4% of them had a low career adaptability, while the proportions of students with a high and very high career adaptability were 75,4% and 23,2 % respectively. No significant correlation was found between AQ and career adaptability (p value >0,05; Spearman's ρ +0,122). It can be concluded that most of internship nursing students at Faculty of Nursing Universitas Padjadjaran were campers and had a high level of career adaptability. There was also no significant correlation between AQ and career adaptability. Further research needs to explore about contributing factors related to career adaptability in internship nursing students.

Keywords: Adversity quotient, career adaptability, internship nursing student.

Hubungan *Adversity Quotient* dan Adaptabilitas Karier pada Mahasiswa Profesi Ners

Abstrak

Dalam menghadapi pasar kerja yang semakin ketat, setiap lulusan universitas diharapkan memiliki kemampuan untuk menghadapi tantangan dan beradaptasi dengan perkembangan pada dunia kerja. Untuk mengatasi hal tersebut diperlukan adanya kecerdasan dalam menghadapi setiap tantangan dan hambatan yang disebut *adversity quotient* (AQ). Penelitian ini bertujuan untuk mengetahui hubungan AQ dan adaptabilitas karier pada mahasiswa profesi ners. Penelitian ini menggunakan metode deskriptif korelatif. Responden penelitian berjumlah 181 orang mahasiswa program profesi ners angkatan 32 dan 33 di Fakultas Keperawatan Universitas Padjadjaran yang di ambil dengan teknik total sampling dengan response rate 78,45%. Instrumen yang digunakan pada penelitian ini yaitu *Adversity Response Profile* (ARP) *Quick TakeTM* dan *Career Adapt-Abilities Scale* (CAAS). Teknik analisis data yang digunakan dalam penelitian ini menggunakan skoring ARP *QuickTakeTM*, skoring CAAS, serta uji korelasi *Rank Spearman*. Hasil penelitian menunjukkan bahwa tidak seorangpun responden yang berada pada kategori *quitter,* sebanyak 0,7% dari responden berada pada kategori transisi quitter ke camper, pada kategori camper sebanyak 76,8%, pada kategori transisi *camper ke climber* sebanyak 21,8%, dan pada kategori *climber* sebanyak 0,7%. Tidak ada mahasiswa dengan adaptabilitas karier sangat rendah, hanya 1,4% mahasiswa dengan adaptabilitas karier rendah, sedangkan mahasiswa dengan adaptabilitas karier tinggi dan sangat tinggi masing-masing proporsinya sebanyak 75,4% dan 23,2%. Tidak terdapat hubungan bermakna antara AQ dan adaptabilitas karier (*p value* >0,05; Spearman's ρ +0,122). Simpulan dari penelitian ini yaitu sebagian besar mahasiswa profesi ners Fakultas Keperawatan Universitas Padjadjaran memiliki AQ dengan kategori camper dan memiliki adaptabilitas karier tinggi. Meskipun demikian, tidak terdapat hubungan bermakna antara AQ dan adaptabilitas karier. Bagi peneliti selanjutnya diharapkan untuk melakukan penelitian terkait faktor-faktor yang mempengaruhi adaptabilitas karier pada mahasiswa profesi ners.

Kata kunci: *Adversity quotient*, adaptabilitas karier, mahasiswa profesi ners.

Introduction

Nursing is one of the professions involved in MEA. This means the current competition in nursing will be more challenging as the competitors not only come from domestic but also overseas labour. And it will be a predicament if skilled nurses of the country prefer to work in others, therefore, it will lower the quality of nursing care (Aungsuroch & Gunawan, 2015). However, the existence of the MEA is also an opportunity for nurses to be able to improve their skills and competence so they can compete with all nurses in Southeast Asia (Yusuf, 2017) and can enhance nursing services (Aungsuroch & Gunawan, 2015).

As so many job seekers flooding the labor market, now having a degree does not mean able to get decent jobs. Graduates from universities must face tough competition in the job market and are expected to develop adaptive capabilities to address the challenges and transitions of work developments that will continue throughout their careers (Hou et al., 2012). Strategies for nurses to face competition in the MEA era include mastering the basic skills of nursing (intellectual, technical, and interpersonal), language, service or caring, documentation, appearance and thought (Yusuf, 2017). Besides the education, skills, and experience, nurses are also required to understand the various cultures, religions, ethnicities of ASEAN countries hence they can provide the best nursing care (Aungsuroch & Gunawan, 2015).

Faculty of Nursing Unpad is the second center of Nursing Higher Education in Indonesia, is required to produce high-quality nursing to be able to compete for both in the national and international work market. Starting from 2014 to 2016 at the Faculty of Nursing, Padjadjaran University (Unpad) of West Java has graduated 469 nursing graduates. Along with the number of graduates who continued and graduated from the profession (internship) level as many as 315 people. In 2016 the number of internship students in the Faculty of Nursing Unpad class of 32nd as many as 141 people and 33rd as many as 40 people (Faculty of Nursing Padjadjaran University, 2016). The chairman of the alumni association of the nursing faculty also revealed that many alumni who did not work in the field of nursing, but the data still did not show the number and percentage of them (T. Kurniawan, personal communication, May 08, 2017).

Ners professional program (internship) is a continuation of the nursing education program (Faculty of Nursing, Padjadjaran University, 2016). Students in the internship program will implement various knowledge that has been accepted during the academic process and it is expected that they will be able to gain experiences and acquirements throughout the practice. This program is carried out for approximately ten months in a variety of practice areas such as hospitals, communities, clinics, community health centres, and other health services. Students who have attended numerous learning process and graduated from this program will get Ners degree. In this program, students will interact directly with patients, clinic environment, and health workers working in the clinic as an attempt to prepare students in facing the working world after they graduated (Upoyo & Sumarwati, 2011).

The career adaptability is the individual's ability in facing a transition to work. It can also represent the capabilities of each individual that is useful for decision making in the career and workplace (Duffy, 2015). The career adaptability can also broaden the opportunity of getting a befitting and desirable job and facilitating towards success at the school-to-work transition (Koen, Klehe & Vianen, 2012). Savickas (1997) put forward the concept of career adaptability, which refers to the individual's readiness to address each task and his/her participation in working and adapt in the work changing or unexpected working conditions.

The career adaptability was known to have a negative correlation with turnover intentions, it meant that the higher the career adaptability of the individual, the lower the turnover intentions (Chan & Mai, 2015). The career adaptability was also known to have a negative correlation with work stress, it meant that the higher the career adaptability of the individual, the lower the risk in experiencing work stress (Johnston et al, 2013). So it can be concluded that if the internship students have

a good career adaptability, the lower turnover intentions and work stress will occur in the graduates of the Faculty of Nursing Unpad.

In the nursing internship students at the Faculty of Nursing Unpad the class of 32nd has undergone the program for ± 9 months, it meant they were preparing to graduate immediately and get the desirable job according to the prospect. To cope with it required a good career planning and ability to compete in the workplace. The class of 33rd, they have currently undergone the program for ± 3 months, at that time they needed the ability to adjust to the demands of duties undertook during the internship program. In facing the demands of duties and readiness to deal with the working world required an individual ability to encounter the challenges and obstacles. So, if the individual has a good ability in it all, he/she will also be able to take on the demands of the workplace or the learning process (Harriman, 2016).

To find out whether the students of the internship nursing program Unpad have adversity quotient (AQ) and good career adaptability in order to face the working world and outlast at their jobs and see if the individual can cope with any difficulties during the learning process and the school-to-work transition, the researcher was interested to see the adversity quotient, the career adaptability depiction, and to reveal the relationship between adversity quotient and career adaptability in the internship program students.

The results of this study for the related educational institutions can be utilized as basic data and reference to establish learning strategies in the internship nursing program so that it can produce impervious nurses to deal with the challenges which will impact on their ability to adapt to the career as a nurse or provide health services. For the nursing profession, the results of this study were useful for describing the adversity quotient and career adaptability of prospective nurses hence an attempt can be done to improve the resilience and competence of them and can also be used as a source of information to develop self-defence to change the point of view of each obstacle and turn it into an opportunity to gain success in their career.

For future researchers, the results of this study can be used as preliminary data in conducting related research on Adversity Quotient (AQ) and career adaptability

Research Method

The research used quantitative research type. The method used in this research was descriptive correlative. Independent variable in this research was adversity quotient and dependent variable was career adaptability.

The population was internship nursing students at Faculty of Nursing Padjadjaran University (Unpad) the class of 32nd and 33rd amounted to 181 students. It used the total sampling technique. As many as 181 questionnaires were distributed yet 142 filled and returned with response rates of 78.45%.

This study used the instrument of the Quick TakeTM Adversity Response Profile (ARP) from Stoltz (2000) which has been modified by Yustiana (2008). To measure career adaptability the researcher used the Career Adapt-Abilities Scale (CAAS) instrument by Savickas (2012) which has also been modified by Hastoprojokusumo (2016).

Analysis of adversity quotient data using the QuickTakeTM ARP scores was by calculating the scores on each of the AQ dimensions of Control, Origin and Ownership, Reach, and Endurance (CO2RE). The result was then classified to 10-23 = low, 24-37 = medium, 38-50 = high. Then, summed up all the CO2RE dimensions of each question, the results were classified into 0-59 = quitter, 60-94 = quitter transition to camper, 95-134 = camper, 135-165 = camper transition to climber, 166-200 = climber. Data analysis of career adaptability by summing up the total score on each dimension of career adaptability. The total score on each dimension was categorized to be 10-20 = low, 20.01-30 = medium, 30.01-40 = high. After the total score on each dimension was summed, the results were categorized to be 40-69 = very low, 70-99 = low, 100-129 = high, 130-160 = very high. Furthermore, to determine the percentage and frequency of each classification of AQ and career adaptability scores used a frequency

distribution. The bivariate analysis used Rank Spearman correlation method.

This research has got the ethical clearance from the Medical Research Ethics Commission of Medical Faculty of Padjadjaran University with the ethics number 780 / UN6.C.10 / PN / 2017. This study used the three main principles of research ethics; there were beneficence, respect for human dignity, and justice (Polit & Beck, 2006).

Research Results

Most of the respondents (> 80%) were female in the early adult development stage (18-30 years old). As much as 32.4% of students have had working experience. Seeing the length of work and its relation to the nursing field in students who have had working experience, 21.8% of the internship nursing students of the Faculty of Nursing Padjadjaran

Table 1 Frequency Distribution of Internship Student of Faculty of Nursing Padjadjaran University Based on Level of Adversity Quotient (n = 142)

Categories	Frequency (f)	%
Quitter	0	0
Transition Quitter to Camper	1	0.7
Camper	109	76.8
Transition Camper to Climber	31	21.8
Climber	1	0.7

Table 2 Description of the Dimensions of Adversity Quotient of Internship Students at Faculty of Nursing Padjadjaran University (n = 142)

Control	Frequency (f)	Percentage (%)
High	14	9.2
Medium	115	81
Low	14	9.9
Total	142	100
Origin and Ownership	Frequency (f)	Percentage (%)
High	20	14.1
Medium	121	85.2
Low	1	0.7
Total	142	100
Reach	Frequency (f)	Percentage (%)
High	20	14.1
Medium	120	84.5
Low	2	1.4
Total	142	100
Endurance	Frequency (f)	Percentage (%)
High	11	7.7
Medium	119	83.8
Low	12	8.5
Total	142	100

Tabel 3 Frequency Distribution of Internship Student of Faculty of Nursing Padjadjaran University Based on Level of Career Adaptability (n=142)

Category	f	%
Very low career adaptability	0	0
Low career adaptability	2	1.4
High career adaptability	107	75.5
Very high career adaptability	33	23.2

Tabel 4 Description of the Dimensions of Career Adaptability of Internship Students at Faculty of Nursing Padjadjaran University (n = 142)

Concern	Frequency (f)	Percentage (%)
High	89	62.7
Medium	53	37.3
Low	0	0
Total	142	100
Control	**Frequency (f)**	**Percentage (%)**
High	75	52.8
Medium	67	47.2
Low	0	0
Total	142	100
Curiosity	**Frequency (f)**	**Percentage (%)**
High	60	42.3
Medium	82	57.7
Low	0	0
Total	142	100
Confidence	**Frequency (f)**	**Percentage (%)**
High	73	51.4
Medium	69	48.6
Low	0	0
Total	142	100

Tabel 5 Adversity Quotient Characteristics towards Career Adaptability in Internship Students of Faculty of Nursing Padjadjaran University (n=142)

		Career Adaptability				
		Very low	Low	High	Very high	Total
		(f)	(f)	(f)	(f)	
Adversity Quotient	Quitter	0	0	0	0	0
	Transition	0	0	1	0	1
	Quitter to Camper					
	Camper	0	1	86	22	109
	Transition	0	1	19	11	31
	Camper to Climber					
	Climber	0	0	1	0	1

University has worked more than 9 months in the nursing field.

The results of Adversity quotient (Table 1) showed that the most of students, 109 people (76.8%) were in the camper category, and none of them was in the quitter category. Table 2 indicated that all the adversity quotient dimensions >80% were in the moderate category. In the control dimension, students who were in the low category had a larger number (9.9%) than the other dimensions.

The results of the career adaptability (Table 3) showed that the most of students, 107 people (75.5%) were in the high career adaptability category. The dimension scores of career adaptability of the internship students (Table 4) were in the high and medium categories. The dimensions of curiosity were mostly in the moderate category of 82 students or 57.7%, while for the other three dimensions were higher in the high category.

Based on table 5 it was known that the internship students of the Faculty of Nursing of Padjadjaran University who had the very high career adaptability were they who got adversity quotient in the camper category as many as 22 students. And 11 others were students who had adversity quotient with transition camper to climber category.

Based on the result of Spearman Rank correlation test revealed that p-value 0.148 that meant the p-value >0.05. The statement indicated that there was no relationship between adversity quotient and career adaptability in internship students in the Faculty of Nursing Padjadjaran University.

Discussion

Description of Adversity Quotient
The results of this study indicated that more internship nursing students had an AQ in camper category (obtaining scores in the range 95 to 134). That was in line with the research conducted on the freshmen at Faculty of Nursing Universitas Padjadjaran (n = 134) with the result some of the respondents (58.00%) in the camper category (Alita, 2017). That study explained that students in the Faculty of Nursing from the beginning as the freshmen had a tendency to be at a safe

stage by simply doing what they needed to do without developing other abilities.

During the academic process of the undergraduate program, the attempts should be carried on to improve AQ in the students. Such efforts may be accommodated by the TPBK division by providing counselling, by the Head of the Study Program by applying appropriate learning programs to improve AQ to students, as well as through organizations or committees that must be enrolled. So that when students enter the internship nursing program, they would have had a good resistance to deal with the difficulties and had the initiative to develop themselves.

Individuals who are in the camper category are satisficers which means that they are satisfied with self-sufficiency thus tend not to develop themselves. If take a look at the Maslow's hierarchy of needs, individuals with camper categories are at the level of those who need a sense of security (Stoltz, 2000).

Camper represents the individual character who seeks comfort and safety by doing not too difficult and stressful work or tasks. Along with the increasing demands and challenges of work and duties, campers tend to feel frustrated, overwhelmed, and tired. People in the camper category feel that their abilities are actually lowered in dealing with difficult times. But for the campers, working in a little pressure or conditions that have temporary pressure allows them to work well. But as job demands improve and become more complicated, the performance and effectiveness begin to diminish. If these cases exceed a certain degree of difficulty, campers will experience further levels of stress that may affect their performance, attitude, energy, and focus (Enriquez, 2009).

Campers also tend to be easily satisfied and feel enough for what they have achieved and do not want to develop themselves. For individuals with this category still shows initiatives, less enthusiasm, and some effort at work. They will do what needs to be done, be able to work that demands creativity and work hard in any case that makes them feel safe, but without making decisions or high-risk actions (Stoltz, 2000). Goleman (1998) disclosed five good reactions to stress, those

were committed, in control, challenged by feeling somewhat threatened because of stress, seeing work as something difficult to do but attracting and considering change as an opportunity to develop rather than as something to avoid. It can be concluded that most respondents were experiencing difficulties by obstacles in their work or by changes in their work environment, they did not feel challenged to deal with them and tend to take actions they deemed safer with little risk and full of consideration.

Campers are the type of individuals who are quickly satisfied with self-sufficiency so that they do not want to develop themselves (Siahaan, Fitria & Hidayati, 2012). Camper profiles in professional learning situations can lead to barriers in self-development to achieve learning competencies. They just do what they have to go through the learning process without trying to develop or discuss in order to gain a better understanding. Students are self-sufficient with the learning process they are undergoing although they feel they have not understood or mastered the competence because they only focus on achieving the GPA, not on the competencies that have been achieved (Fitria, Hernawaty & Hidayati, 2013). Although internship nursing students class of 32nd have adapted to the curriculum the stressors during the course are the big challenges. Lack of information in internship nursing students of the previous term can also be a handicap for them to prepare for challenges during the learning process. Whereas internship nursing students class of 33rd have newly undergone the program for ± 3 months so they still had not adapted to the learning process. Camper profiles on students both the class of 32nd and 33rd led the students undergoing the program just limited to the tasks assigned. Once the task was done, they tended to remain silent without trying to develop their abilities through the knowledge that can be obtained from the practice field either from the nurses or other professions (Stoltz, 2000).

Description of Career Adaptability

The results of this study showed that most of the students of Faculty of Nursing Padjadjaran University had high career adaptability. Their high career adaptability can be related to the age of students who were 20-42 years old that according to the developmental self-concept was the age range of Exploration (15-24 years old) and Establishment (25-44 years old) that had characteristics in preparing for graduation, seeking working experience and developing their skills, and beginning to stabilize their work (Careers New Zealand, 2012).

The career adaptability is an individual's ability to adapt to various tasks and challenges, so as to prepare and participate in their works and also to prepare for unforeseen demands due to changes in the labour market as well as on working conditions (Savickas, 2005). In the internship nursing students, the high career adaptability had a positive meaning, they already had the preparation to deal with challenges and difficulties in the working world. High career adaptability refers to the individual's willingness to initiate the process of achieving integration between the individual and the environment, that can be a motivation in initiating actions to achieve his career (Savickas & Profeli, 2012).

The relationship of Adversity Quotient and Career Adaptability

In bivariate analysis, it was found that p-value >0.05 (0.148), it meant there was no relation between adversity quotient and career adaptability in the internship students at Faculty of Nursing Padjadjaran University. This revealed that although adversity quotient of individuals was in the category as told before but it did not rule out that they had a high career adaptability.

Although generally there was no significant correlation between adversity quotient and career adaptability, the career adaptability and adversity quotient dimension of reach and endurance had p-value <0,05 (0,001 and 0,004) which meant there was relationship between career adaptability and the dimension of reach and endurance, while for control, origin and ownership dimension had p-value >0,05 (0,603 and 0,913) indicating that there was no correlation between career adaptability with control, origin and ownership dimension in this research.

This study showed that there was no

significant correlation between adversity quotient and career adaptability statistically in internship students of Nursing Faculty of Padjadjaran University. Although there was no relationship between those two variables, as the prospective health personnel provider, nursing education should begin preparing the students to have good resilience in facing challenges and obstacles that will be encountered in the working world later, so as to provide optimal services.

Conclusion

Adversity quotient is an index of how well an individual survives to face adversity and ability to overcome it (Phoolka and Kaur, 2012). While career adaptability is the ability of individuals to adjust from various tasks and challenges (Savickas, 2005).

Adversity quotient of internship students of Faculty of Nursing Padjadjaran University showed that most students had camper category and high career adaptability, but there were also students who had transition quitter to camper category, transition camper to climber, and climber. Similar with the career adaptability there were students who had very high and low category.

Although generally there was no significant correlation between AQ and career adaptability but when considered the reach and endurance dimension, it revealed a significant relationship with career adaptability. If observing the correlation coefficient results, it was found that adversity quotient had a positive and very low correlation with the career adaptability which meant the better adversity quotient, the better the career adaptability.

The researcher suggested to the Faculty of Nursing Padjadjaran University that each of internship student has a mentor who is a nurse in their workplace so that each individual feels responsible to help carry out the tasks of the mentor. Conducting seminars or workshops in preparation to face the working world such as job interviews, CV writing exercises and job application letter. Present speakers who can give an idea of the work competition and a depiction of the

nursing field whether in the academic, as a practitioner and so forth. Then, create a job career activity. It is expected that internship nursing students will have better ability in dealing with challenges and transition to work after graduating. For further research, the researcher suggests exploring the factors that influence adversity quotient and career adaptability to the internship students of Nursing Faculty of Padjadjaran University and to determine the adversity quotient and career adaptability of nursing faculty students in each term.

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