

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Emotional Intelligence* dan *Growth Mindset* terhadap *Self-Performance* dengan *Career Adaptability* sebagai variabel mediasi pada mahasiswa Program Studi Manajemen Universitas Malikussaleh. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner kepada mahasiswa Program Studi Manajemen Universitas Malikussaleh sebagai responden. Data yang diperoleh kemudian dianalisis menggunakan metode *Partial Least Squares-Structural Equation Modeling* (PLS-SEM) dengan bantuan aplikasi SmartPLS 4. Hasil penelitian menunjukkan bahwa *Emotional Intelligence* dan *Growth Mindset* masing-masing berpengaruh positif dan signifikan terhadap *Self-Performance* dan *Career Adaptability*. Selain itu, *Career Adaptability* juga terbukti berpengaruh positif dan signifikan terhadap *Self-Performance*. Hasil pengujian mediasi menunjukkan bahwa *Career Adaptability* mampu memediasi pengaruh *Emotional Intelligence* dan *Growth Mindset* terhadap *Self-Performance* secara signifikan. Dengan demikian, seluruh hipotesis yang diajukan dalam penelitian ini diterima. Temuan ini mengindikasikan bahwa peningkatan kecerdasan emosional dan pola pikir bertumbuh, baik secara langsung maupun melalui penguatan kesiapan adaptasi karier, dapat mendorong peningkatan performa diri mahasiswa Program Studi Manajemen Universitas Malikussaleh.

Kata Kunci: *Emotional Intelligence, Growth Mindset, Career Adaptability, Self-Performance*

ABSTRACT

This study aims to analyze the influence of Emotional Intelligence and Growth Mindset on Self-Performance, with Career Adaptability serving as a mediating variable among students of the Management Study Program at Malikussaleh University. This study employed a quantitative approach using a survey method by distributing questionnaires to students of the Management Study Program at Malikussaleh University as respondents. The collected data were analyzed using the Partial Least Squares–Structural Equation Modeling (PLS-SEM) method with the assistance of SmartPLS 4 software. The results indicate that Emotional Intelligence and Growth Mindset each have a positive and significant effect on Self-Performance and Career Adaptability. Furthermore, Career Adaptability was also found to have a positive and significant effect on Self-Performance. The mediation analysis revealed that Career Adaptability significantly mediates the influence of Emotional Intelligence and Growth Mindset on Self-Performance. Therefore, all hypotheses proposed in this study were supported. These findings suggest that improving emotional intelligence and fostering a growth mindset, both directly and indirectly through enhanced career adaptability, can contribute to improving the self-performance of students in the Management Study Program at Malikussaleh University.

Keywords: *Emotional Intelligence, Growth Mindset, Career Adaptability, Self-Performance*