


A Predictive Model of Adversity Quotient: The Contribution of Self-Efficacy and Social Support

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INTRODUCTION

Rapid global changes, economic uncertainty, and various complex social issues place every individual before numerous challenges that demand mental resilience. In particular, the process of seeking employment is a period fraught with pressure, uncertainty, and challenges. Job seekers not only face intense competition but also the possibility of repeated rejections, which can undermine motivation and mental endurance (Paterson-Roberts et al., 2023). One important psychological concept for describing an individual's ability to endure, adapt, and recover from difficulties is the adversity quotient (AQ) (Chadha, 2021; Menzies et al., 2024). Adversity quotient is highly relevant in facing personal challenges and also serves as a determinant of success in an increasingly competitive work environment. A low adversity quotient can trigger a loss of motivation, increase anxiety, and lead to repeated failures in seizing opportunities. Conversely, a high adversity quotient

provides individuals with the opportunity to transform challenges into growth prospects (Chadha, 2021; Parveen et al., 2025). This situation makes the adversity quotient a crucial psychological asset in facing the fluctuations of the job market as well as the highly unpredictable dynamics of life.

Based on data from the Central Statistics Agency (Badan Pusat Statistik, 2025), the open unemployment rate in Tana Toraja Regency over the past four years can be said to have experienced fluctuations, as seen from the data, which shows a rate of around 3.09% in 2021 and a decrease to approximately 2.32% in 2022; however, it rose to about 3.37% in 2023 and continued to increase to around 3.98% a year later. The pre-survey results from 31 participants indicated that 58.06% had a high adversity quotient, 22.58% had a moderate adversity quotient, and 19.36% had a low adversity quotient. From these pre-survey data, it is evident that job seekers generally have a low adversity quotient. However, this is further reinforced by the results of interviews with 12 fresh graduate participants, 7 of whom have a low adversity quotient and 5 who have a moderate adversity quotient. A low adversity quotient is characterized by the fact that 7 participants felt that there was no longer any hope of finding a job due to the limited demand for labor. Additionally, with the large number of fresh graduates competing, the application deadlines and requirements are highly uncertain. Consequently, the 12 participants often experience pressure due to the demands of meeting parental expectations, societal views, and comparisons with others. This condition has psychological implications for fresh graduates seeking employment, as they experience rejection, high levels of pressure, and anxiety, making the phenomenon of the adversity quotient important to study.

Factors that influence the adversity quotient include internal and external factors. Internal factors include genetics, beliefs, talent, passion or will, character, performance, intelligence, and health. External factors include; education and environment (Stoltz, 2000). Research conducted by Ramadan & Huriyati (2023) emphasizes that one factor that can enhance the adversity quotient is self-efficacy. In addition, Aziz & Nurwardani (2021) state that social support is an important factor in developing the adversity quotient. Among these factors, the adversity quotient is influenced by factors such as self-efficacy and social support.

Self-efficacy is the belief in one's own abilities. Therefore, individuals with high self-efficacy will be able to balance the challenges they face with their own capabilities, making them less likely to give up easily (Bandura, 1982; Simanjuntak et al., 2025). In addition to self-efficacy, social support is a crucial factor. Social support involves the exchange of information to help individuals overcome life's challenges (Yuan et al., 2023). Individuals who receive high social support are more likely to persevere in the face of the failures they encounter (Grijalvo et al., 2023). Especially for job seekers who experience rejection, which can trigger excessive stress.

This study identifies a gap in that many studies discuss the adversity quotient, yet most research has focused on students, university students, and those already employed. In contrast, this study refers to fresh graduates seeking employment who face significant competition and complex issues. This study focuses on examining how an individual's self-belief and the support provided can predict an individual's resilience to the rejection they experience. More specifically, it targets fresh graduates in Toraja. Additionally, generational differences among participants are expected to emerge, as both millennials and Generation Z are still striving to find jobs and are particularly vulnerable due to the highly complex selection stages and career alternatives that are not always easy to find. Furthermore, previous research regarding self-efficacy and social support, which simultaneously influence the adversity quotient, has not provided a comprehensive understanding of self-confidence and the support provided. As a result, many job seekers who experience rejection once or twice choose not to apply again and refrain from seeking other employment opportunities.

Therefore, research concerning self-efficacy, which functions as an internal strength, and social support, which serves as an external strength, is relevant for enhancing the adversity quotient.

This study presents novelty in terms of its respondents. This research has never been conducted in Toraja, focusing more on fresh graduates in Toraja who face limited job opportunities, high competition, and unpredictable competitive characteristics. Moreover, previous research conducted by Ariestina et al. (2024) only used family support, whereas social support in this study utilizes three dimensions, namely family, friends, and close individuals. Therefore, this study is important, not only theoretically, but also in broadening the psychological study of the adversity quotient and in designing more effective strategies to strengthen the adversity quotient of fresh graduates, enabling them to be better prepared to face the challenges of the workforce.

Objectives and Hypotheses

This study aims to examine whether self-efficacy and social support simultaneously serve as predictors of the adversity quotient of fresh graduates in Tana Toraja. Therefore, the hypothesis of this study is whether self-efficacy and social support together are predictors of the adversity quotient of fresh graduates in Tana Toraja, Indonesia.

METHODS

Design

This study employs a quantitative approach with a correlational research design. Data analysis was conducted using multiple linear regression to determine the contribution of the predictor variables to the dependent variable.

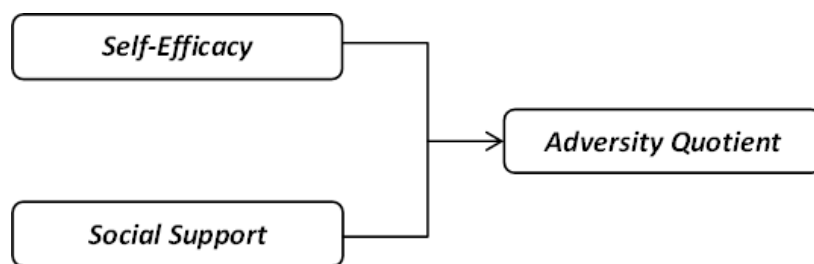


Figure 1. Research Design

Participant

The participants in this study were fresh graduates in Toraja, with the criteria of individuals who had experienced at least one job rejection, graduated within the last three years, and had a minimum education of a D IV diploma or a Bachelor's degree. The sampling technique used was purposive sampling with a total of 196 respondents. However, after data collection, 207 responses were gathered, but 11 of them did not meet the requirements due to having an educational level below the minimum criterion. Therefore, the total number of participants used was 196 respondents.

The criteria include: Individuals with a minimum of an associate's degree or a bachelor's degree who have completed their studies in various fields and at various universities. Recent graduates in the Toraja region who are seeking employment, have no prior work experience, and have been rejected by one or more employers. Individuals who graduated within the last three years.

Instrument

The reliability test in this study aims to measure the level of accuracy, precision, and consistency of the indicators of a variable in the questionnaire. According to Sugiyono (2020), reliability testing refers to the extent to which measurement results using the same object will yield the same data. An instrument is considered reliable if its reliability coefficient value is greater than .60 and unreliable if it is less than .60. The types of reliability used in this study include.

Adversity quotient scale. This scale was developed based on the theory of Stoltz (2000), adapted and modified by Matore et al. (2020). It consists of a Cronbach's Alpha coefficient of .798; thus, it can be stated that the adversity quotient scale has a reliability coefficient that falls within the very strong criteria. This instrument measures four dimensions, namely: control, origin, reach, and endurance. It consists of 15 items that are assessed using a 4-point Likert scale ranging from Strongly Agree to Strongly Disagree.

General self-efficacy scale (GSES). This scale was developed based on Bandura's theory (2000) and adapted by Lidya et al. (2024). The reliability coefficient (Cronbach's Alpha) is .847, thus it can be stated that the self-efficacy scale has a reliability coefficient that falls within the very strong criteria. This instrument measures three dimensions, namely: magnitude or level, strength, and generality. It consists of 12 items assessed using a 4-point Likert scale ranging from Strongly Agree to Strongly Disagree.

Multidimensional Scale of Perceived Social Support (MSPSS). This scale was developed by Zimet et al. (1988) and adapted by Laksmi et al. (2020). The reliability coefficient (Cronbach's Alpha) is .700; therefore, it can be said that the social support scale has a reliability coefficient that falls within the very strong criteria. This instrument is measured across three dimensions, namely: family support, friend support, and support from close individuals. It consists of 10 items and uses a 7-point Likert scale ranging from Strongly Agree to Strongly Disagree.

Data Analysis

The data analysis in this study used multiple linear regression. Before hypothesis testing was conducted, classical assumption tests were performed, including tests for normality, linearity, and multicollinearity. All data analyses were conducted using SPSS version 29 for Windows.

RESULTS AND DISCUSSION

Result

Normality Assumption Test

The normality test results indicate that the Asymp Sig. (2-tailed) value is .200, which means the value $.200 > .05$. Therefore, it can be concluded that the residual data tested are normally distributed.

Test of Linearity Assumption

Based on the results of the linearity test between the self-efficacy and adversity quotient variables, the linearity value was $<.001$, meaning $<.05$, indicating evidence that both variables have been proven to be linear. Similarly, the deviation from linearity was $.347 > 0.5$. Therefore, based on the significance value and deviation from linearity, the self-efficacy and adversity quotient variables have been proven to exhibit linearity as a prerequisite for multiple linear regression testing.

Based on the results of the test between the variables of social support and adversity quotient, there is a linearity value of $<.001$, which means $<.05$, indicating evidence that both variables have been proven to be linear. Similarly, the deviation from linearity is $.185 > 0.5$. Therefore, from the significance value and the deviation from linearity, the variables of social support and adversity quotient are proven to have linearity as a prerequisite for multiple linear regression testing.

Multicollinearity Test

Based on the multicollinearity test, it is known that the tolerance value of both variables is $.833 > 10$, and the VIF values of self-efficacy and social support are $1.201 < 10$, thus it can be concluded that both variables can be stated as having no multicollinearity issues.

Hypothesis Testing

Table 1. ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2736.634	2	1368.317	143.049	<.001 ^b
Residual	1846.116	193	9.565		
Total	4582.750	195			

Based on Table 1, the calculated F_{value} is 143.049 and the F_{table} 3.09, with significance $<.001 < .05$. This indicates that the calculated F is greater than the table F, thus it can be concluded that self-efficacy and social support are significantly proven to be predictors of adversity quotient. Therefore, H1 is accepted, meaning that self-efficacy and social support are proven to be predictors of adversity quotient.

Table 2. Coefficient of Determination

Model	R	R Square	Adjusted R-Square	Std. Error of the Estimate
1	.773 ^a	.597	.593	3.093

a. Predictors: (Constant), Social Support, Self-efficacy

b. Dependent Variable: *Adversity Quotient*

Based on Table 2, the test of the coefficient of determination or R-square is .597 or 59.7%, indicating that the variables of self-efficacy and social support together predict the adversity quotient by 59.7%, while the remaining 40.3% is influenced by other variables not included in this study.

Table 3. Multiple Regression Analysis Predicting Adversity Quotient

Predictor	B	SE	β	t	p
Constant	20.145	1.890	—	10.656	< .001
Self-Efficacy	0.840	0.057	0.738	14.750	< .001
Social Support	0.033	0.022	0.076	1.522	.130

Note. Dependent variable = Adversity Quotient. B = unstandardized coefficient; SE = standard error; β = standardized coefficient.

Based on the data in Table 3, it is shown that self-efficacy has a p-value of $<.001, <.05$, which can be interpreted to mean that the self-efficacy variable is proven to be a significant partial predictor of the adversity quotient variable. However, partially, social support shows a p-value of $.130 >.05$, which can be interpreted to mean that the social support variable is not a significant partial predictor of the adversity quotient variable.

Discussion

The hypothesis stating that self-efficacy and social support simultaneously predict the adversity quotient of fresh graduates in Toraja was accepted based on the research results. Various possibilities could explain why the research hypothesis was accepted, including:

First, some fresh graduates demonstrate self-efficacy as something that can make them confident in obtaining what they expect, even accompanied by social support received from the environment, enabling them to endure difficulties in job searching. This argument aligns with research conducted by Ariestina et al. (2024), which indicates that self-efficacy and family support together are predictors of the adversity quotient, and the social support received is even reflected through family support, thus maintaining the adversity quotient.

Some fresh graduates believe that confidence in their abilities and the consistency of that belief can definitely be achieved, which then allows each fresh graduate to view job rejection as a

challenge that can be overcome, as well as having the conviction to change the situation as a basis for not giving up in the face of failure, even if supported by the presence of family, friends, or close acquaintances, which further helps create a sense of security that strengthens resilience in the job search process. This argument is in line with the research conducted by Kelly et al. (2025), which states that confident individuals will continue to persevere even when social support is limited, thereby enhancing resilience. The same research was conducted by Triwidiyanti et al. (2024) stating that the belief in one's abilities and support influences an individual's resilience.

Nevertheless, in this study, the findings partially indicate that self-efficacy is a predictor of the adversity quotient. This is due to some fresh graduates considering self-efficacy as the main driver within themselves, making them confident in job-seeking competition, thereby influencing the adversity quotient. This argument aligns with the research conducted by Ramadan & Huriyati (2023), namely that employees who have high self-confidence in their ability to manage and regulate themselves when facing difficult situations tend to have better abilities in confronting and overcoming difficulties, challenges, or changes in the work environment. This study is also in line with research conducted by Apriyani & Uyun (2023). Meanwhile, the strength dimension in the self-efficacy variable indicates that some fresh graduates are capable of continuing to develop their skills. This finding is consistent with previous research conducted by Riswantyo & Lidiawati (2021), namely, individuals with high self-efficacy will be more committed to achieving goals and will increasingly consider high-level strategies in dealing with failure.

Some fresh graduates who have self-efficacy tend to give their best, are brave in facing new challenges, and still have many ideas to overcome difficulties as well as take responsibility for the challenges they face. This will encourage them to further enhance their ability to endure even when confronted with various difficulties in job searching. The results of this study are in line with research conducted by Ismawati & Andriyani (2022), which states that the higher an individual's self-efficacy, the greater their ability to face difficulties and manage problems with full responsibility. In addition, they are also able to endure in high-pressure conditions. This finding is also in line with research conducted by Apriyani & Uyun (2023).

Nevertheless, the findings partially indicate that social support is not a predictor of the adversity quotient. This is likely due to some fresh graduates considering that in the job search process, social support is not the only factor, but it becomes one of the key drivers that enhances the courage for exploration, perseverance, and the quality of the job search process (Xiong et al., 2025). In addition, this may be caused by the low social support received by fresh graduates, as their immediate social environment tends to provide little attention and support (Pham et al., 2024; Ślebarska et al., 2009; Wang et al., 2024). This can be understood because individuals in their social environment are occupied with their own matters. This is in line with the findings of Susanto et al. (2024), which explains that weak social support in the context of job searching in several studies contributes significantly to career adaptation. The impact of difficulties in career adaptation is the challenge of obtaining employment. Thus, it is reasonable to suspect that the lack of social support is what causes them to struggle in adapting during career selection (Baihaqi et al., 2022). These results are also in line with the research conducted by Suprpto (2023), namely, social support does not affect resilience when facing difficulties in life adjustment. This finding is also in line with other research, which states that social support is not a primary factor in determining resilience in experiencing life's difficulties (Kamila et al., 2023).

Based on the results of the descriptive analysis of variable categorization, it appears that the adversity quotient of fresh graduates in Toraja is mostly in the high category, while the rest are in the medium category. Similarly, the self-efficacy of fresh graduates is predominantly in the high category, although some are still in the medium category. The Inferential analysis results indicate that self-efficacy plays a significant role in the adversity quotient.

Meanwhile, in the categorization of social support, it appears that the majority of respondents received high social support and a high adversity quotient. Nevertheless, the results of the inferential test indicate that social support is not a significant predictor of the adversity quotient. One possibility is that the high social support and high adversity quotient do not have a relationship due to the low data variation, suspected to be caused by relatively homogeneous respondents, limiting individual variation. In addition, this descriptive data also indicates the presence of other factors outside of social support that influence the adversity quotient, such as the role of the environment, experience, or personal factors that may have a greater contribution to the adversity quotient compared to the social support variable. The results of this study are consistent with the research conducted by Astuti et al. (2023), which found that self-efficacy and adversity quotient in university and school students are in the moderate and high categories, with some in the high category, but there are still groups in the moderate category (Subagya & Mahmud, 2022). Regarding social support, this finding is in line with research conducted by Safitri et al. (2025), which found that social support has no relationship with the adversity quotient.

Implication

This study has both theoretical and practical implications regarding the adversity quotient, which is influenced by internal and external factors, particularly self-efficacy and social support. Theoretically, it reinforces findings that a combination of an individual's belief in their own abilities and support from their environment contributes to enhancing a recent graduate's ability to cope with difficulties and rejection during the job search process. Additionally, the practical implications for fresh graduates seeking employment include the need to enhance their belief in their own abilities, develop skills, broaden their experience, and cultivate an optimistic mindset so they can cope with rejection, job competition, and the uncertainty of securing employment. Fresh graduates with high self-efficacy tend to be more persistent, less likely to give up, and able to view failure as an opportunity to learn and grow. Higher education institutions and organizations that provide career counseling services can design career development programs, job readiness training, and career counseling focused on enhancing the self-efficacy of graduating students or alumni, thereby helping graduates become better prepared to face the challenges of the workforce.

In addition, family, friends, and close associates should provide emotional support, motivation, and positive guidance to recent graduates so that they remain enthusiastic and resilient in the face of career difficulties and challenges. Although social support has not been proven to be a standalone predictor, when combined with self-efficacy, it still plays an important role.

Strengths and Limitations of Research

This study discusses self-efficacy and social support as predictors of the adversity quotient of fresh graduates, thereby contributing to future research, as there has been no direct study examining self-efficacy and social support simultaneously as predictors of fresh graduates' adversity quotient. Additionally, the respondents in this study are relatively numerous, supporting representativeness and accurate results. The limitations of this study include the fact that it only covers respondents from one region, namely Tana Toraja. This study only includes fresh graduates who have previously experienced job search rejection and have no work experience, and the findings cannot yet be generalized to fresh graduates who have already obtained employment. Moreover, the study was conducted online. Therefore, it is expected that future researchers can add other variables such as personal characteristics, differences in education levels, demographic factors like gender, and other variables, as well as trainings programs related to job search. Future researchers are also expected to expand the research area so that the results are more representative and diverse, thus allowing the findings to be generalized in a way that is beneficial for student program administrators in Indonesia within student development programs.

CONCLUSION

Based on the data analysis conducted in this study, the researcher concludes that self-efficacy and social support are simultaneously predictors of the adversity quotient of fresh graduates in Toraja. However, when examined separately, only self-efficacy is proven to be a predictor of the adversity quotient of fresh graduates in Toraja. On the other hand, when examined separately, this study shows that social support is not proven to be a predictor of the adversity quotient of fresh graduates in Toraja.

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