

Career Adaptability of Recent Graduates in The Modern Workplace: The Roles of Self-Efficacy and Social Support

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Abstract

This study investigates the role of self-efficacy and social support in enhancing career adaptability among recent graduates in the modern workplace, focusing on the Jakarta metropolitan area. Recent graduates face significant challenges in leaping from academia to the professional world. Rapid technological advancements and a constantly evolving job market demand adaptability and resilience. As new graduates navigate this complex landscape, they often encounter uncertainty and ambiguity, making it crucial to possess the skills to adapt to changing circumstances. This research uses a quantitative approach; data from 213 recent graduates were collected through an online questionnaire. The Career Adapt-Abilities Scale (CAAS), General Self-Efficacy Scale (GSE), and Multidimensional Scale of Perceived Social Support (MSPSS) were utilized to measure the variables. Regression analysis revealed that both self-efficacy and social support have a significant positive impact on career adaptability. These findings underscore the importance of these two factors in assisting recent graduates in navigating complex and dynamic work environments. Moreover, the study highlights that recent graduates with high self-efficacy are more confident and adaptable in the workplace. Those with a strong sense of career control make more informed career decisions. While most participants demonstrated moderate adaptability, participants with high self-efficacy expressed a keen interest in career development and planning. Practical implications suggest that organizations should prioritize developing self-efficacy and providing robust social support systems to aid recent graduates in their career transitions.

Keywords: Career Adaptability; Self-Efficacy; Social Support; Recent Graduates; Career Transition

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INTRODUCTION

A fresh graduate typically refers to someone who has recently completed their undergraduate studies. According to the Oxford Dictionary, the term combines "fresh," meaning new and unused, with "graduate," which signifies someone who has completed a level of education.

Therefore, a fresh graduate is a recent bachelor's degree graduate with no prior work experience. After graduating, fresh graduates often face a choice between starting a career or pursuing higher education. The period for which someone is considered a fresh graduate varies. Generally, it includes those actively seeking employment shortly after graduation or those with 0 to 1 year of work experience. Additionally, the term may apply to individuals who graduated less than six months ago. Beyond this timeframe, they are no longer classified as fresh graduates, even if they have not yet worked (Sinaga, 2023).

Transitioning from academic life to the professional world is often challenging for recent graduates. In an era of globalization characterized by rapid change and technological disruption, new graduates face increasingly complex challenges in adapting to the demands of a dynamic workplace. The growing complexity and demands of the modern workplace have created a greater need for individuals to adapt to changing conditions, especially for recent graduates who often face uncertainty and ambiguity at the beginning of their careers.

According to Santrock (2002), one key developmental task in early adulthood is finding employment and entering a career. The transition from university life to the workforce is a challenging period for fresh graduates. During this stage, fresh graduates not only compete with their peers but also with job seekers who already have work experience. Adaptability is crucial in facing these career challenges and significantly impacts individual career growth (Bocciardi et al., 2017). Therefore, it is essential for university graduates to develop adaptability skills to navigate changes as they enter the professional environment.

According to Huda (2022), a survey by Sakernas 2020 conducted by BPS with 1.25 million university graduate respondents from August 2019 to August 2020 revealed that 40 percent of graduates secured employment after graduation. Meanwhile, the remaining 60 percent included 32.9 percent actively job-seeking, 10.3 percent engaged in other activities, 6.9 percent fearful of COVID-19 infection, 1 percent facing infrastructure issues, 0.3 percent feeling discouraged, 0.2 percent unable to work, and 8.5 percent with other reasons. For fresh graduates, the job market often appears unpredictable and unclear, creating challenges that can be difficult to overcome. This uncertainty contributes to a high job turnover rate among fresh graduates (White & Crandall, 2022).

In the aftermath COVID-19 pandemic, there was a massive disruption to production processes, particularly in situations that required physical proximity at work. This disruption led to changes in business models and consumer behaviours (Manyika et al., 2021). As a result, job losses were prevalent in sectors like travel agencies and recreation, while the decline in low-wage employment in physical stores and restaurants accelerated. Conversely, there was an increase in jobs in distribution centres and remote delivery services. Many companies responded to these disruptions by advancing the implementation of automation and Artificial Intelligence (AI) (Wikantiyoso, 2024). These trends add up to the uncertainty in the jobs market.

According to Tolentino et al. (2014), an individual's readiness to face career challenges is influenced by both internal and external factors. Key internal factors affecting career adaptability include cognitive abilities, personality traits, self-confidence, self-

assessment, future focus, as well as optimism and expectations (Rudolph, Lavigne, & Zacher, 2017). Conversely, external factors such as age, educational level, gender, and employment status also impact an individual's career adaptability (Rudolph, Lavigne, & Zacher, 2017).

Career Adaptability refers to a psychosocial construct that reflects an individual's ability to manage transitions and changes in their career path (Savickas, 2012). Career adaptability has become essential in navigating dynamic and rapidly changing work environments, particularly for recent graduates who need to develop job-related competencies, adapt to new work settings, and establish themselves in their careers. Savickas and Porfeli (2012) proposed that career adaptability comprises four dimensions: concern, control, curiosity, and confidence. These dimensions reflect individuals' attitudes, behaviours, and competencies when facing career transitions and related challenges.

Among the numerous factors that contribute to career adaptability, self-efficacy and social support have garnered significant attention. Self-efficacy refers to an individual's belief in their capability to organize and execute the courses of action required to manage prospective situations (Bandura, 1997). It is a crucial internal psychological factor that influences how people approach challenges, persevere in adversity, and succeed in their personal and professional lives.

On the other hand, Perceived Social Support refers to the subjective belief that one is cared for, valued, and part of a social network that assists in times of need (Zimet et al., 1988). Support from family, friends, and colleagues helps individuals cope with stressful life events and fosters a sense of security and belonging. For recent graduates, social support can serve as a buffer during the transition to the workplace, where they often encounter new and stressful experiences.

This study explores the relationship between self-efficacy, perceived social support, and career adaptability among recent graduates who have recently entered the workforce in the Jakarta metropolitan area, Indonesia. The choice of the Jakarta metropolitan area as the research location is based on the unique characteristics of the labour market in this region, which is marked by high levels of competition, rapid dynamics, and high demands for professionalism. Given the fast-paced and highly competitive nature of the workplace in this region, it is important to explore how these psychological and social factors contribute to career success and adaptability among young professionals.

This study investigates the relationship between self-efficacy, perceived social support, and career adaptability among 213 recent graduates employed in the Jakarta metropolitan area. Participants were recruited via social media and professional networks and were predominantly aged 24. Data were collected using validated scales, including the Career Adapt-Abilities Scale, the General Self-Efficacy Scale, and the Multidimensional Scale of Perceived Social Support. Pearson correlation and multiple regression analyses were employed to examine the bivariate associations and predictive power of the variables.

Despite extensive research on career adaptability, most studies have primarily focused on individual psychological factors such as self-efficacy and personality traits (Guan et al., 2013; Coetzee & Oosthuizen, 2013). Another notable gap lies in the contextual focus of research. Many existing studies on career adaptability have been conducted in Western contexts, with fewer investigations in developing countries such as Indonesia, where fresh graduates face unique challenges, including high competition, a mismatch between educational curricula and job market demands, and cultural expectations around employment (Cristy, A., & Kurniawati, F., 2023). The role of perceived social support in

collectivist cultures also remains underexplored, particularly in how it influences career adaptability when compared to self-efficacy.

Furthermore, research has yet to examine alternative explanations for the relationship between self-efficacy and career adaptability, such as the role of personality traits (e.g., resilience, openness to experience) as potential moderators and workplace conditions as mediators. These factors could provide deeper insights into how recent graduates adapt to workplace challenges beyond their internal beliefs.

Novelty Statement, this study contributes to the literature on career adaptability by: (1) Contextualizing Career Adaptability in Indonesia – Unlike previous studies predominantly conducted in Western settings, this research focuses on recent graduates in Indonesia, where unique socio-economic and cultural factors may influence career transitions. (2) Examining the Comparative Impact of Self-Efficacy and Social Support – While prior research has investigated these factors separately, this study directly compares their relative influence on career adaptability, clarifying the extent to which social support contributes in a collectivist cultural setting. (3) Exploring Alternative Explanations – This study considers personality traits as potential moderators and workplace conditions as mediators in the self-efficacy–career adaptability relationship, providing a more holistic perspective on career adaptability development.

By addressing these gaps, this research offers practical implications for career development interventions, helping organizations and policymakers design better support systems for fresh graduates entering the workforce.

Research Questions: (1) How does self-efficacy influence career adaptability among recent graduates in the modern workplace? (2) What is the role of perceived social support in enhancing career adaptability among recent graduates? (3) How do self-efficacy and perceived social support interact in predicting career adaptability among recent graduates?

The hypothesis proposed in this study: Ha: There is a significant influence of self-efficacy and perceived social support on career adaptability in fresh graduates who have just worked in the JABODETABEK area. H0: There is no significant influence of self-efficacy and perceived social support on career adaptability in fresh graduates who have just worked in the JABODETABEK area

METHOD

Participants

This study involved 213 recent graduates working in the Jakarta metropolitan area. Participants were recruited through a survey distributed via social media platforms and professional networks. The inclusion criteria used for participant selection were: Recent graduates who had completed their education within the past two years; Currently working full-time or part-time in the Jakarta metropolitan area; Willing to provide consent to participate in the study.

Participants came from various industry backgrounds, including technology, finance, education, healthcare, and manufacturing. The majority had been working for only six months, and their average age was 24 (SD = 2.1).

Instrument

Career Adapt-Abilities Scale (CAAS): Developed by Savickas and Porfeli (2012), this scale measures career adaptability (Cronbach Alpha: 0.935). It consists of 24 items assessing four dimensions of adaptability: concern, control, curiosity, and confidence. Respondents rated each item on a 5-point Likert scale, with 1 indicating strongly disagree and 5 indicating strongly agree. Higher scores indicate higher levels of career adaptability.

General Self-Efficacy Scale (GSE): Developed by Schwarzer and Jerusalem (1995), this scale assesses general self-efficacy (Cronbach Alpha: 0.890). It consists of 10 items rated on a 4-point Likert scale, ranging from 1 (not at all true) to 4 (very true). Higher scores reflect higher levels of confidence in handling challenges.

Multidimensional Scale of Perceived Social Support (MSPSS): Developed by Zimet et al. (1988), this scale measures perceived social support from family (Cronbach Alpha: 0.837), friends (Cronbach Alpha: 0.929), and significant others (Cronbach Alpha: 0.933). It consists of 12 items rated on a 7-point Likert scale (1 = strongly disagree, 7 = strongly agree). Higher scores indicate higher levels of perceived social support.

Data Analysis

The collected data were analyzed using SPSS version 25. Descriptive statistics such as mean, standard deviation, and frequency were calculated to summarize the sample's demographic characteristics and the main study variables. Pearson correlation analysis was conducted to test the relationship between self-efficacy, perceived social support, and career adaptability. Subsequently, multiple regression analysis was performed to test the predictive power of self-efficacy and social support on career adaptability. In the regression model, career adaptability was operationalized as the dependent variable, while self-efficacy and social support were operationalized as independent variables. The significance level for all statistical tests was set at $p < 0.05$.

Methodological Limitations

The study's methodology was subject to certain limitations. Firstly, the online data collection method through social media platforms restricted the researcher's ability to control respondent characteristics directly and to clarify ambiguities in real-time. This limitation necessitated the removal of extreme responses from the dataset. Secondly, the sample size could have been more extensive, which might not fully represent the diverse population of recent graduates in Greater Jakarta. A larger and more diverse sample would have enhanced the study's generalizability and statistical power.

RESULT AND DISCUSSION

The final sample consisted of 213 participants with a mean age of 24 years ($SD = 2.1$). Most participants were female (65%), while the remainder were male (35%). Participants worked in various industry sectors, including technology (25%), finance (20%), education (15%), healthcare (10%), and other sectors (30%). The average length of employment for participants was 6 months ($SD = 1.2$), indicating that most participants were relatively new to their job roles.

Pearson correlation analysis revealed significant positive relationships among the three main variables. The correlation between self-efficacy and career adaptability was moderately strong ($r = 0.58$, $p < 0.001$), indicating that higher levels of self-efficacy were associated with greater career adaptability. The correlation between perceived social

support and career adaptability was also significant ($r = 0.44, p < 0.001$), suggesting that participants who reported higher levels of social support also demonstrated greater career adaptability. Additionally, self-efficacy and perceived social support were positively correlated ($r = 0.36, p < 0.001$).

The results of the multiple regression analysis are presented in Table 1. Both self-efficacy ($\beta = 0.45, p < 0.001$) and perceived social support ($\beta = 0.38, p < 0.001$) were significant predictors of career adaptability, with self-efficacy being a stronger predictor. The overall regression model was statistically significant ($R^2 = 0.62, F = 89.12, p < 0.001$), accounting for 62% of the variance in career adaptability.

Table 1. Multiple Regression Analysis to Predict Career Adaptability

No	Predictor	β	t	p-value
1	Self Efficacy	0.45	6.73	< 0.001
2	Social Support	0.38	5.42	< 0.001
3	Konstanta		2.56	0.01

These results indicate that self-efficacy plays a more substantial role in shaping career adaptability than social support, although both are important contributors. These findings support the hypothesis that recent graduates with high self-efficacy and strong social support systems can better adapt to the challenges of the modern workplace.

This research provides valuable insights into the factors influencing career adaptability among recent graduates. As expected, self-efficacy was found to be a strong predictor of career adaptability, consistent with previous research (Guan et al., 2013; Coetzee & Oosthuizen, 2013). Individuals with high self-efficacy are more likely to engage in proactive behaviours, such as exploring career opportunities, seeking feedback, and overcoming obstacles, which are essential components of career adaptability.

This research provides highly relevant insights into the importance of self-efficacy in shaping the career adaptability of recent graduates in the Indonesian context. In Indonesia, recent graduates often need help transitioning from academia to the workforce due to intense competition, lack of experience, and differing expectations between formal education and job market realities. Self-efficacy becomes a key factor that helps individuals cope with these challenges.

Consistent with previous findings (Guan et al., 2013; Coetzee & Oosthuizen, 2013), individuals with high self-efficacy in Indonesia tend to be more proactive in navigating their career transition. They are more likely to actively explore available career opportunities through internships, professional networks, and more systematic job search efforts. Research in Indonesia by Wulandari (2021) also shows that self-efficacy is significantly related to career satisfaction among recent graduates, where individuals who are confident in their abilities are better able to take concrete steps to achieve career success.

Furthermore, recent graduates in Indonesia with high levels of self-efficacy tend to be more open to seeking feedback from their colleagues, supervisors, and mentors. Seeking feedback helps them improve their performance and builds a better understanding of workplace expectations. In Indonesian culture, which values interpersonal relationships and social harmony, seeking feedback can strengthen professional relationships that also play a role in successful career adaptation.

Moreover, recent graduates with high self-efficacy in Indonesia can better cope with various obstacles that often arise early in their careers, such as changes in job

responsibilities, increased work demands, and different team dynamics. Research by Fitriani and Suhariadi (2018) shows that self-efficacy helps recent graduates in the Indonesian manufacturing sector cope with challenges in adapting to technological changes and complex operational dynamics.

Thus, self-efficacy provides a strong psychological foundation for recent graduates in Indonesia to not only survive but also thrive in dynamic and competitive work environments. This role is increasingly important given recent graduates' unique challenges in developing countries like Indonesia, including the gap between skills taught in universities and skills required in the workplace. Self-efficacy enables recent graduates to bridge this gap with confidence, initiative, and continuous self-development in a constantly evolving work environment, as demonstrated in the research by Wulandari (2021) and Fitriani and Suhariadi (2018).

While self-efficacy emerged as the strongest predictor of career adaptability, other unexamined factors may also contribute to this relationship. Personality traits such as openness to experience or resilience may mediate the impact of self-efficacy, influencing how individuals interpret challenges and opportunities in their early careers (Rudolph, C.W., Lavigne, K.N., & Zacher, H., 2016). Additionally, workplace factors—such as organizational culture, job autonomy, and leadership style—could shape career adaptability beyond personal self-beliefs (Dasgupta, M. & Dey, A., 2021). The relatively lower impact of social support in this study might also stem from the digital nature of data collection, where respondents may not have fully reflected on the depth of their support systems. Future studies could incorporate qualitative methods to explore these aspects further.

Unfortunately, this study, similar to other research, is subject to several limitations. The first limitation is Data Collection. Data was collected online through social media, limiting the researcher's ability to control respondent characteristics and clarify confusing statements closely. As a result, extreme responses had to be removed. The second limitation is the Sample Size. This study had limitations in sample size, criteria, and respondent diversity, which may not fully represent the fresh graduate population in Greater Jakarta (Jabodetabek). A more extensive and diverse sample would provide stronger results and broader generalizability. The third limitation is Perceived Social Support. The study found a low level of perceived social support among newly employed fresh graduates, which may limit the findings in fully reflecting the positive impact of social support.

The researchers propose several methodological and practical recommendations for future studies. Methodological Recommendations: 1) Future studies could conduct a pilot study to reduce the likelihood of dropping data due to extreme responses. This would allow researchers to test instruments and data collection procedures on a small group separate from the main sample, ensuring that main study data more accurately reflects the research objectives. 2) Future research should carefully consider sample criteria to better align with study conditions, facilitating a smoother research process. 3) Since perceived social support showed low categorization results, future studies could examine additional factors contributing to this finding, aiming to provide a more comprehensive understanding of social support. This could also aid in developing more effective interventions to enhance perceived social support among the target population.

Practical Recommendations: 1) Opportunities for New Employees: Provide new employees with opportunities to engage in projects that can build their confidence. Additionally, offer recognition and rewards for their achievements. This approach helps employees feel valued, increases motivation, and enhances job satisfaction. 2)

Understanding the Importance of Social Support: Fresh graduates starting new jobs should understand the importance of social support to enhance career adaptability. Developing effective communication and building positive relationships, especially in career-related settings, can improve their adaptability and integration into the workplace.

CONCLUSION

This study found a significant positive relationship between self-efficacy and career adaptability among recent graduates. Individuals with higher self-efficacy were more confident and better equipped to navigate workplace challenges. Additionally, most participants demonstrated moderate levels of adaptability, indicating a willingness to adjust to new circumstances. However, the study also revealed a concerning lack of perceived social support, which could negatively impact well-being and job satisfaction. These findings highlight the importance of both self-efficacy and social support for career adaptability. While high self-efficacy can empower individuals, a supportive work environment can further enhance their ability to thrive. Organizations should prioritize fostering positive work cultures that provide adequate support and opportunities for growth.

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