学位論文の要旨（論文の内容の要旨）
Summary of the Dissertation (Summary of Dissertation Contents)

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学　位　論　文
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Dissertation Title

Revisiting Career Decision Making Process of Indonesian Polytechnic Graduates amidst COVID-19 - Drawing out the Pandemic Interactive Agency System (PIAS) Model

The objective of this study is to revisit the career decision-making (CDM) process of polytechnic graduates amidst COVID-19 and ultimately to draw out a new model of their CDM process. Four research questions are utilized: (1) What are the typical characteristics of the extraordinary setting under COVID-19 compared to those before COVID-19?; (2) In the typical characteristics of the context, how can the various capitals be activated/functioned and how do the capitals differ from before?; (3) In the typical characteristics of the labor market setting and by using their activated capitals, how do the graduates' CDM behaviors change amidst COVID-19?; (4) Ultimately, based on the results of the study, what is a new form of CDM process reflected by the polytechnic graduates amidst COVID-19?

To achieve the objectives above, a qualitative research design is deemed suitable, specifically using phenomenological design method. The semi-structured interviews were used, focusing on the graduates' self-reflection on their experiences nearing graduation, transition from polytechnics to workplaces, career choices and current career trajectories. These semi-structured interviews were also conducted with representatives from polytechnic, including the director, heads of study programs, and staffs of career centers, as well as representatives from the user sides (employers). In total there were 98 participants in this study.

This study presents 20 themes as findings in which those themes were interpreted to answer each research questions. **For research question 1,** Before COVID-19, there were no typical characteristics at the national or macro level. However, in the labor market setting, limited job opportunities and backdoor hiring practices were already prevalent characteristics. In polytechnic setting, there were no specific typical characteristics identified. At the family setting, economic problems were observed as typical characteristics within the informants' families. Amidst COVID-19, there have been changes in the typical characteristics. At the national level, social and mobility restrictions have become the prominent characteristic of the field. In the labor market setting, three typical characteristics have emerged: limited job opportunities, backdoor hiring practices, and digital transformation. In the polytechnic setting, online learning, adapted work placement delivery methods, and adapted career guidance have become the typical characteristics. In the family and surroundings setting, parental job loss or experiences of bankruptcy have become the typical characteristics, reflecting the economic hardships faced by families during the COVID-19.

For research question 2, amidst COVID-19, the typical characteristics of the context have led to changes in the activation and functioning of various capitals, which differ from the pre-COVID-19 period. **(1) Online social capital activation:** amidst COVID-19, the typical characteristics of the context have led to changes in the activation and functioning of various capitals, particularly social capital. The social and mobility restrictions imposed during the pandemic have indeed hindered the functioning of offline social capital, which heavily relies on in-person interactions and physical networks. The limitations on face-to-face contact and gatherings have disrupted the ability to maintain and strengthen social relationships through traditional means. However, as a response to these restrictions, there has been

an activation of online social capital. With the increased reliance on digital platforms and virtual connections, individuals have adapted to maintaining and fostering social relationships through online channels.

(2) Solidarity capital activation: amidst COVID-19, the limited job opportunities have indeed negatively impacted the functioning of cultural capital in the labor market setting. Individuals may face challenges in effectively leveraging their educational qualifications, skills, and credentials to secure employment due to the scarcity of available positions. The traditional mechanisms through which cultural capital, such as educational attainment and relevant experience, would typically contribute to job prospects may be less influential during this period. However, it is important to note that the limited job opportunities have also led to the activation of social capital, particularly through backdoor hiring practices. In an environment where formal job vacancies are scarce, connections, referrals, and personal networks have become increasingly crucial in accessing employment opportunities. This activation of social capital allows individuals to bypass or circumvent traditional recruitment processes and tap into hidden job markets. By leveraging their social networks and relationships, individuals can gain access to job openings that may not be publicly advertised, thus increasing their chances of securing employment.

Additionally, the activation of social capital in this context also highlights the role of solidarity capital. Solidarity capital refers to the support and assistance provided by individuals within social networks during times of need. The activation of social capital, particularly through backdoor hiring practices, relies on the goodwill and solidarity of individuals who share information, recommend candidates, and facilitate job opportunities for others. In this way, the activation of solidarity capital contributes to addressing the challenges posed by limited job opportunities, providing alternative avenues for individuals to find employment. Overall, amidst COVID-19, the limited job opportunities have impacted the functioning of cultural capital in the labor market setting. However, this has also led to the activation of social capital and the emergence of solidarity capital, emphasizing the importance of connections, referrals, and personal networks in accessing employment opportunities and navigating the challenges of the job market during the extraordinary circumstances brought about by the pandemic.

For research question 3, amidst COVID-19 and the typical characteristics of the setting, the graduates' career decision-making (CDM) behaviors have undergone changes, resulting from the activation of various capitals and shifts in the horizons for action. There are two scenarios that highlight the changes in the graduates' CDM behaviors amidst COVID-19. Despite the differences, both scenarios reflect changes in the horizons for action and ultimately influence the graduates' pragmatically driven CDM behaviors.

Scenario 1: In this scenario, the graduates' CDM behaviors are driven by the need to survive during the crisis. The typical characteristics of the setting, such as limited job opportunities and economic challenges, influence their decision-making. As a result, their CDM behaviors include taking any available job (horizontal, vertical, underemployment), being self-employed, working as freelancers/gig workers, being part-time workers, or even considering overseas employment (boundaryless careers). These behaviors are adopted as a pragmatic response to the difficult circumstances, allowing them to secure income and meet their immediate needs. However, it is important to note that these decisions may be temporary in nature, as the graduates may continue to seek better job opportunities in the long run.

Scenario 2: In this scenario, the graduates actively explore digital job opportunities, even if they do not have an IT background. The activation of digital cultural capital, along with the typical characteristics of the digital transformation during COVID-19, influences their CDM behaviors. The graduates recognize the growing demand for digital skills and adapt their career choices accordingly. They may acquire new digital skills or leverage existing ones to pursue job opportunities in the digital sector. This strategic adaptation allows them to enhance their employability and increase their chances of finding stable employment in a changing job market.

Both scenarios highlight the shift in the graduates' CDM behaviors compared to the pre-COVID-19 period. Before the pandemic, their CDM goals might have focused on security, work interest, and enjoyment. However, amidst COVID-19, the typical characteristics of the setting, along with the activation of capitals, influence their pragmatically driven CDM behaviors. They may temporarily accept any available job or choose self-employment as a survival strategy, while also actively seeking better job opportunities in the long term. Additionally, they may recognize the value of digital skills and pursue digital job opportunities, even if their educational background is not directly related to the IT sector.

For research question 4, Based on the information provided in the previous research questions, the study can

indeed suggest a new form of career decision-making (CDM) process reflected by polytechnic graduates amidst COVID-19, termed the Pandemic Interactive Agency System (PIAS) Model.

The PIAS Model is a framework that simulates the actions, behaviors, and interactions of autonomous agents, such as individuals, organizations, and groups, within the context of graduates' career decision-making processes during the COVID-19 pandemic. It recognizes the importance of various capitals, including cultural capital, social capital, online social capital, digital cultural capital, and solidarity capital, in shaping the graduates' CDM behaviors during the crisis.

Notably, the PIAS Model introduces the concept of "solidarity capital" as a new capital that emerges as a typical capital under crisis conditions in the Indonesian context. Solidarity capital refers to the support and assistance provided by individuals within social networks during times of need. It encompasses the networks, connections, and mutual aid that are crucial for navigating the challenges of the pandemic and accessing employment opportunities through mechanisms such as backdoor hiring practices.

The PIAS Model recognizes the interconnectedness of various capitals and emphasizes the importance of adaptive decision-making processes in the face of an extraordinary setting. It provides a framework for understanding how polytechnic graduates in Indonesia navigate their career paths during the pandemic, taking into account the changes in the context, the activation of capitals, and the emergence of solidarity capital.

備考　論文の要旨はＡ４判用紙を使用し，4,000字以内とする。ただし，英文の場合は1,500語以内とする。

Remark: The summary of the dissertation should be written on A4-size pages and should not exceed 4,000 Japanese characters. When written in English, it should not exceed 1,500 words.