

Rise from Challenges: Adversity Quotient and Career Adaptability

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Abstract: The Industry 4.0 era, characterized by rapid technological advancements and dynamic challenges within the professional landscape, necessitates that all individuals develop their skills to avoid being replaced by technology and to effectively adapt to new job roles. Within this phenomenon, this research aims to explore the role and implications, analyzing research gaps related to adversity quotient and career adaptability by reviewing previous studies using a narrative literature review method. This study employs a narrative literature review approach, with a search conducted from 2010 to 2025, utilizing sources such as Google Scholar and Scopus. The findings overwhelmingly indicate a relationship and influence of adversity quotient on career adaptability. Additionally, several past studies have also utilized adversity quotient as a relevant variable in the context of careers and professions.

Keywords: adversity quotient, career adaptability, literature review

1. INTRODUCTION

The Industrial Revolution 4.0 has been a contributing factor to the changing dynamics of work. These evolving work dynamics continue to advance alongside rapid technological progress (Ramdhani, Budiamin, & Budiman, 2019). Currently, Industrial Revolution 5.0 is already being developed, characterized by an increased digital transformation focused on humans, leading to meaningful collaboration (Suryadi & Nasution, 2023). The work dynamics observed today are already being influenced by the functions of artificial intelligence, intelligent robots, self-driving cars, genetic editing, and biotechnology, resulting in the formation of connectivity between humans, machines, and data (Bimantoro et al., 2021). Moreover, technological advancement must be accompanied by the enhancement and development of human skills, as new jobs will emerge that require collaboration with technology (Suryadi & Nasution, 2023). If technological progress is not balanced with the improvement and development of human skills, technology and machines could replace these jobs, potentially leading to an increase in unemployment rates in several industrial sectors (Setiawan, 2017). Furthermore, Yudhaputri (2020) also revealed that, on average, university graduates do not yet meet the requirements of current companies when viewed from the perspective of both hard skills and soft skills. This requires further attention, as it could impact the unemployment rate in Indonesia. In 2024, the Badan Pusat Statistik (BPS) in Indonesia reported that the open unemployment rate had reached 4.91%, equivalent to 13.8 million people in Indonesia. This survey highlights the necessity for individuals to recognize the challenges posed by current companies and the work environment.

In the professional work, career adaptability is a crucial aspect of worker readiness (Al Hakim et al., 2019). Career adaptability refers to an individual's capacity to cope with career development tasks, transitions, and unexpected work experiences or changes in working conditions (Savickas & Porfeli, 2012). This means that career adaptability is not solely about emphasis on current conditions, but also relates to facing future conditions and maintaining sustainability (Savickas & Porfeli, 2012; Bimrose et al., 2014). The ability to adapt in the professional and career world is not easy due to numerous challenges, thus requiring an additional internal capacity: resilience or adversity quotient. Adversity quotient is an individual's ability to regularly confront obstacles and challenges by transforming hindrances into opportunities for achieving goals (Stoltz, 2000). If individuals possess adversity quotient, this ability will help them adapt to various obstacles (Pertiwi & Sawitri, 2023). In previous research, many academics have investigated adversity quotient and career adaptability. Therefore, the researchers are interested in exploring their roles and implications, analyzing research gaps related to adversity quotient and career adaptability by reviewing previous studies using a narrative literature review method.

2. MATERIALS AND METHODS

In this study, the researchers utilized a qualitative method presented through a Narrative Literature Review. A Narrative Literature Review is a part of a scientific literature review that aims to objectively and theoretically discuss a specific topic or theme, making it useful for critically analyzing published literature (Enferm, 2007). Through this research, the researchers employed established criteria to set boundaries that align with the study's theme. These criteria include: 1) Literature reviews published between 2010 and 2025 found in Google Scholar and Scopus Preview; 2) Literature reviews published in scientific journals, written in English or Indonesian, and excluding final reports, theses, or dissertations; 3) Literature reviews containing keywords related to Adversity Quotient (AQ) and Career Adaptability.

3. RESULTS

The following is a detailed table containing previous studies discussing adversity quotient and career adaptability. The articles analyzed was 20 articles from the Google Scholar and Scopus Preview databased. The discussion of the results of the analysis of the following journal articles will be described in the next paragraph. The following is table 3.1 Adversity Quotient and Career Adaptability

Table 3.1 Adversity Quotient and Career Adaptability

No	Authors and Year	Title	Methods	Sampel	Result
1	Tian & Fan (2014)	Adversity Quotients, Environmental Variables, and Career Adaptability in Student Nurses	Research Design: Quantitative research with a cross-sectional analysis. Instruments: The Career Adapt-Abilities Scale (CAAS-China), The Adversity Response Profile (ARP), Clinical Learning Environment Scale for Nursing, and Scale of Perceived Social Support.	431 nursing students.	Overall, among the four factors influencing Adversity Quotient (gender, education, student leader experience, and social practice experience), all impact career adaptability.
2	Hardianto & Sucihayati (2018)	Hubungan Adversity Quotient dengan Career Adaptability pada Koas Angkatan 2015 FKG "X" di RSGM	Research Design: Quantitative research using correlational research analysis and a deductive approach. Instruments: Adversity Quotient Scale based on Stoltz's (2000) theory and the Career Adaptability Scale (CAAS).	65 participants	There is a positive significant relationship between Adversity Quotient and Career Adaptability, categorized as moderate ($r=0.580$). This means that the higher the Adversity Quotient (AQ) possessed by the medical interns, the higher their Career Adaptability.
3	Shalihah, Yudianto, & Hidayati (2018)	The Relationship Between Adversity Quotient and Career Adaptability of Internship Nursing Students	Research Design: Quantitative research with a descriptive correlational approach. Instruments: Adversity Response Profile (ARP) Quick Take™ and Career Adapt-	181 students	The research findings indicate no significant relationship between adversity quotient and career adaptability. The adversity quotient among nursing students was predominantly in the "Camper" position, meaning individuals who accept or adapt to difficulties but do not

No	Authors and Year	Title	Methods	Sampel	Result
			Abilities Scale (CAAS)		fully strive to overcome them, totaling 109 students. Meanwhile, career adaptability among nursing students tended to be high, with 107 students.
4	Avati Salim & (2019)	Hubungan antara Adversity Quotient dengan Career Adaptability pada Mahasiswa Tingkat Akhir Reguler 1 di Universitas Mercu Buana Kampus Meruya	Research Design: Quantitative research utilizing Spearman's Rho Correlation analysis. Instruments: The Adversity Quotient Scale based on Stoltz's (2000) theory, adapted by Adimulya (2016), and the Career Adaptability Scale by Savickas and Porfeli, adapted by Maximilianus (2016).	208 students	The results of this study show a correlation coefficient of $r = 0.599$, indicating a relationship between adversity quotient and career adaptability among final-year regular 1 students at Mercu Buana University, Meruya Campus.
5	Dluha, Suminar, & Hendriyani (2020)	Pengaruh Adversity Quotient dan Dukungan Sosial terhadap Adaptabilitas Karir Siswa di SMK "X" Gresik	Research Design: A quantitative approach using multiple linear regression analysis. Instruments: Adversity Quotient Scale, Social Support Scale developed from three sources (family, friends, and teachers) based on Sarafino's (2007) theory, and the Career Adaptability Scale (CAAS).	162 students from twelfth-grade.	The results of this study indicate that Adversity Quotient and Social Support have a 16.7% influence on students' Career Adaptability at Vocational High School "X" Gresik. However, all dimensions of the adversity quotient variable showed a significant influence on career adaptability, with a significance value (sig) of less than 0.05.
6	Sulistiani, Suminar, & Hendriani (2020)	Exploring the Profile of Factors of Career Adaptability through Cluster Analysis	Research Design: Quantitative approach using K-Means Cluster analysis. Instruments: Adversity Response Scale (APR), School Climate Scale, Parental	81 participants	These results can serve as a reference for designing interventions to address career adaptability issues faced by shipping cadets during their studies. The study highlights that career adaptability is influenced by internal factors like adversity

No	Authors and Year	Title	Methods	Sampel	Result
			Support Scale, and Career Adapt-Abilities Scales.		quotient and external factors like parental support and school climate
7	Youngin & Sujeong (2020)	Effects of Adversity Quotient on Turnover Intention of New Nurses in General Hospitals: Focusing on the Mediating Effect of Reality Shock.	Research Design: Quantitative approach with a descriptive research design using a survey. Instruments: Adversity Quotient Profile (AQP) by Stoltz, Reality Shock Scale by Yun, and Turnover Intention Scale by Lawler (adapted by Kim).	158 nurses	The results indicate the role of adversity quotient in predicting turnover intention and reality shock in new nurses. Furthermore, reality shock has a mediating effect on the relationship between adversity quotient and turnover intention.
8	Candra, Bernhard, & Kurniawan (2021)	Hubungan antara Kecerdasan Adversitas dengan Adaptabilitas Karir pada Karyawan BNI Cabang Rengat	Research Design: Quantitative correlational approach. Instruments: Measurement scales for Adversity Intelligence and Career Adaptability.	35 employees	The results show a correlation with a p-value of 0.030 (< 0.05), indicating a significant relationship between adversity intelligence and career adaptability among BNI Rengat Branch employees.
9	Prahara, Dewi, & Astuti (2021)	The Millennials: Adveristy Intelligence and Work Engagement	Research Design: Quantitative research using product-moment correlation analysis. Instruments: The Work Engagement Scale, adapted by Schaufeli and Bakker (2004), and the Adversity Quotient Scale, based on Stoltz's theory (2007).	214 employees	The research findings revealed a highly significant positive relationship between Adversity Quotient and Work Engagement among millennial employees residing in Yogyakarta.
10	Firdaus, Muslihati, & Apriani (2023)	Hubungan antara Religiusitas dan Adversitas dengan Adaptabilitas Karier Siswa SMK	Research Design: Quantitative research with analysis used multiple regression testing. Instruments: Religiosity scale	138 students	The research results indicate that a positive relationship, both partially and simultaneously, between religiosity and adversity variables towards career adaptability. The study also revealed an

No	Authors and Year	Title	Methods	Sampel	Result
			adopted from Purnomo and Suryadi (2018); Adversity scale adopted from Fradani (2016); Career adaptability scale adopted from Hidayati (2019)		influence of the adversity variable on students' career adaptability.
11	Mahmoud & Ramadan (2023)	Nursing Students' Academic Motivation and Career Adaptability: Mediating Role of Adversity Quotient	Research Design: Quantitative correlational and quantitative descriptive approach. Instruments: Academic Motivation Scale, Adversity Quotient Scale, and Career Adaptability Scale (CAAS).	50 students	The results of this study show that nursing students with a high adversity quotient also have a higher ability to adapt to their careers, with a correlation of 0.746 ($p < 0.001$).
12	Pertiwi & Sawitri (2023)	Hubungan antara Adversity Intelligence dan Adaptabilitas Karir pada Mahasiswa Departemen Teknologi Industri Sekolah Vokasi Tahun Ketiga	Research Design: Quantitative correlational approach using convenience sampling technique. Instruments: Adversity Quotient Scale and Career Adapt-ability Scale (CAAS)	206 students	The hypothesis test indicated a significant positive relationship between adversity quotient and career adaptability among third-year students of the Department of Industrial Technology at the Vocational School, with a correlation coefficient of 0.702. This suggests that the higher the students' adversity intelligence, the higher their career adaptation ability.
13	Zhao Shang & (2023)	The Role of Emotional Quotients and Adversity Quotients in Career Success	Research Design: Quantitative approach with multiple regression analysis. Instruments: RS-25, ACNCS-24, Emotional Quotient Scale.	256 participants	The findings indicate the influence of EQ (Emotional Intelligence) and AQ (Adversity Quotient) on career success for organizational professionals who aim to enhance organizational productivity and achieve successful career capabilities in the workplace.
14	Anggraeni & Qudsyi	Parental Support and Adversity	Research Design: Quantitative	253 participants	The results revealed a positive and significant

No	Authors and Year	Title	Methods	Sampel	Result
	(2024)	Quotient among Fresh Graduates in Facing Competition of Work	research with Spearman's Rho analysis. Instruments: Adversity Quotient scale based on Stoltz's (2000) and Parental Support Scale by Cutrona and Russell (1987), adapted by Putra (2015).		relationship between parental support and adversity quotient among fresh graduates who are competing for jobs. The adversity quotient among fresh graduates actively seeking employment was, on average, moderate (133) to high (115).
15	Hadi Salim & (2024)	The Mediating Role of Adversity Quotient in The Relationship Between Parental Support and Career Adaptability among Generation Z Vocational High School Students	Research Design: Quantitative approach, non-experimental cross-sectional design. Sampling Technique: Purposive sampling. Instruments: Career Adapt-ability Scale (CAAS), Career-Related Parent Support Scale, and Adversity Response Profile-Quick Take (ARP).	627 participants	The results indicate that Adversity Quotient mediates the relationship between Parental Support and Career Adaptability. Directly, Adversity Quotient mediates 9.11% and helps students overcome difficulties in achieving career goals and adapting to changing career contexts.
16	Gou, Chen, Yang, & Wu (2024)	Relationship of The Adversity Quotient Subtypes of Nursing Interns with Depression, Coping Styles, Positive Psychology Capital, and Professional Adaptability: A Cross-Sectional Study	Research Design: A cross-sectional approach was employed, Instruments: The Adversity Quotient Scale, The Patient Health Questionnaire-9, The Positive Psychological Capital Scale, The Simplified Coping Style Scale, and the Professional Adaptability Scale.	287 university students	The multinomial logistic regression results revealed that nursing interns in the high adversity quotient subtype tended to be male and had higher scores for positive psychological capital, negative coping style, and professional career adaptability ($p < 0.05$).

No	Authors and Year	Title	Methods	Sampel	Result
17	Sholihah & Eryandra (2024)	Adaptabilitas Karir Karyawan Perusahaan Organisasi Retail Ditinjau dari Adversity Quotient	Research Design: A quantitative approach utilizing simple linear regression analysis. Instruments: Adversity Quotient Scale and Career Adaptability Scale (CAAS).	408 retail employees in Jabodetabek.	The results show a significant influence of adversity quotient on retail employees' career adaptability by 4.9%. This indicates that the higher the adversity quotient possessed by retail employees, the higher their career adaptability.
18	Musa, Satrio, & Sunarjo (2024)	Entrepreneurial Success: Innovation, Creativity, and Adversity Intelligence	Research Design: Quantitative research with a correlational approach. Instruments: Data collection was conducted using the Innovation scale, Creativity scale, and Adversity Intelligence scale.	32 respondents	The research findings indicate that innovation has a partially significant influence on entrepreneurial success. Adversity Intelligence has a significant influence on entrepreneurial success. Innovation, creativity, and Adversity Intelligence simultaneously influence entrepreneurial success.
19	Wardhani & Gata (2024)	Adversity Quotient: Perspectives on Work Challenges For Millennial and Beyond	Research Design: This study uses a qualitative approach (FGD), integrating text mining methods to analyze responses from millennial and Gen Z employees. Instruments: The questions provided were guided by the control, ownership, reach, and endurance theory.	10 participants for the Focus Group Discussion (FGD) and 70 participants for the questionnaire.	Adversity Quotient (AQ) plays a crucial role in helping employees effectively overcome work challenges. This is achieved through the development of critical thinking, resilience, and adaptability. Employees with high AQ tend to perform better and are more adaptable to dynamic changes in the workplace environment.
20	Purwati Hapsari (2025)	Hubungan antara Adversity Quotient dengan Adaptabilitas Karir Siswa Kelas XII di SMK Negeri 5 Surakarta	Research Design: A quantitative correlational approach using incidental sampling technique. Instruments: Adversity Quotient Scale and Career Adaptability Scale (CAAS).	120 students	The Pearson product-moment correlation analysis revealed a significance level of 0.000 (< 0.05) and a Pearson correlation value of 0.672. This indicates a positive relationship between adversity quotient and career adaptability, leading to the acceptance of the hypothesis

The articles utilized as data for this academic review, it is evident that nearly all findings demonstrate a significant relationship between adversity quotient and career adaptability, as well as an influence of adversity quotient on an individual's career adaptability. Notably, only one scientific article did not indicate an influence between these variables, presenting an intriguing dynamic that warrants further exploration in the discussion. The researchers also observed a consistent level of findings across previous studies conducted from 2010 to 2025. Furthermore, the aforementioned exposition suggests that adversity quotient can serve as an external factor influencing career adaptability, even to the extent of mediating the relationship between Parental Support and Career Adaptability (Hadi & Salim, 2024).

4. DISCUSSIONS

Based on the literature review presented, it reveals that almost all studies consistently show a relationship and influence of adversity quotient on career adaptability. The dynamics observed in previous research indicate that adversity quotient is linked to and impacts career adaptability across various groups, from students to university students and even working professionals. One of the most prominent findings is that adversity quotient has a significant effect on career adaptability because certain factors can enhance adversity quotient, such as gender, education, student leader experience, and social practice experience (Tian & Fan, 2014). This means it's crucial to note that adversity quotient isn't solely determined by internal factors; external factors also play a vital role in its improvement. An individual's resilience can weaken if their supporting factors diminish. This is further supported by studies indicating that social support, parental support, and religiosity are all related to an increase in adversity quotient (Dluha, Suminar, & Hendriyani, 2020; Anggraeni & Qudsyi, 2024; Firdaus, Muslihah, & Apriani, 2023).

Additionally, this literature review also highlights a diverging finding from others, specifically the study by Shalihah, Yudianto, & Hidayati (2018), which revealed no relationship between adversity quotient and career adaptability. Upon closer examination, while their research showed high career adaptability among the measured variables, with 75.4% of nursing students displaying high adaptability, a significant 76.8% of these same students were categorized as "campers" in terms of their adversity quotient. This presents an intriguing point for researchers: an individual's ability to adapt to career tasks and challenges may not solely depend on their general response to difficulties adversity quotient. Although adversity quotient can influence initiative and willingness to develop, this specific finding implies that other, possibly stronger, factors are at play in shaping career adaptability within this group of nursing students, warranting further exploration.

Based on the findings presented above, researchers also identified several scholarly articles related to the world of work and careers. Although not explicitly mentioning career adaptability as a variable, adversity quotient remains a highly relevant factor in the professional realm. These studies indicate that adversity quotient can influence an individual's career or work life in several ways: effectively handling work challenges, enhancing entrepreneurial success, building strong professional competence for novices or recent graduates, fostering work engagement, and impacting turnover intention and reality shock among new nurses (Wardhani & Gata, 2024; Musa, Satrio, & Sunarjo, 2024; Anggraeni & Qudsyi, 2024; Prahara, Dewi, & Astuti, 2021; Youngin & Sujeong, 2020). This is because careers and success are inherently tied to various challenges, dynamism, and difficulties, necessitating an individual's internal capacity to transform obstacles and hardships into opportunities for success and goal achievement.

The findings from this narrative literature review have several important implications for our understanding of adversity quotient and career adaptability. Firstly, these results affirm a consistent relationship and influence of adversity quotient on career adaptability across various age groups and professions. This implies that increasing individual adversity quotient is crucial for enhancing each person's career adaptability. Secondly, even in cases where no significant relationship between adversity quotient and career adaptability was found, it is important to consider that increased career adaptability might still occur if other influencing factors, such as strong external support, are already robust within the individual.

While this review has identified important patterns, there are several significant gaps in the existing literature. The primary gap is the lack of qualitative research involving active workers or job seekers using interview and observation techniques, or mixed-methods research. Since adversity quotient examines personal capability, such research could significantly strengthen the understanding of factors influencing adversity quotient. Additionally, another gap is the scarcity of research examining cultural or gender differences among individuals that affect career and the ability to seize opportunities. Furthermore, a general limitation across the reviewed studies is their reliance on specific samples, which may limit the generalizability of findings to broader populations. There is also potential for cultural bias in measurement instruments, as adversity quotient definitions and tools developed in one cultural context might not fully capture the nuances in others. Lastly, variations in adversity quotient definitions and the instruments used to measure it across studies can make direct comparisons and synthesis challenging. Future research should address these limitations to provide a more comprehensive and nuanced understanding of adversity quotient's role in career adaptability.

5. CONCLUSIONS

Based on the results of the analysis of twenty scientific articles, indicate a relationship between adversity quotient (AQ) and career adaptability, observed across individuals from students to active workers. Furthermore, adversity quotient is also identified as a significant factor influencing various aspects of the professional world or work domain. Therefore, possessing a

strong adversity quotient is crucial for individuals to effectively navigate the difficulties, challenges, and dynamism inherent in career and work environments. This study, utilizing a literature review, can serve as a reference point for further in-depth exploration into the theoretical development of adversity quotient and career adaptability. However, this research has limitations as it employed a simple literature review model to delve into the theories of adversity quotient and career adaptability. Future researchers could enhance the depth of their theoretical exploration by utilizing other methods, such as a PRISMA-compliant systematic review or specialized software that supports more rigorous theoretical analysis.

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