

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *CAREER ADAPTABILITY* PADA KARYAWAN GENERASI Z

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ABSTRAK

Para Gen Z yang sudah bekerja tentunya perlu melakukan adaptabilitas karier (career adaptability) yang cukup baik untuk menghadapi berbagai tantangan dan kondisi yang tak terduga di lingkungan kerjanya. Selama proses adaptabilitas karier tersebut tentunya juga didukung dengan adanya dukungan dari organisasi. Sikap dan persepsi karyawan Gen Z terhadap dukungan positif yang dirasakannya akan menciptakan rasa kebermaknaan tersendiri karena merasa dihargai dan membentuk harga diri yang positif bagi karyawan Gen Z. Itulah yang dinamakan dengan perceived organizational support (POS). Pada penelitian ini menggunakan metode kuantitatif dengan desain penelitiannya adalah penelitian korelasional yang bertujuan untuk mengetahui hubungan antara perceived organizational support dengan career adaptability pada karyawan Gen Z. Terdapat dua instrumen penelitian yaitu instrumen perceived organizational support yang mengacu pada teori Eisenberger (1986) dan instrumen career adaptability yang mengacu pada teori Savickas (2012). Jumlah subjek yang digunakan pada penelitian ini sebanyak 118 karyawan Gen Z. Teknik sampling yang digunakan adalah purposive sampling dengan penentuan jumlah subjek menggunakan rumus Lemeshow dengan presisi mutlak yang digunakan yaitu 10%. Teknik analisis data menggunakan korelasi Pearson Product Moment. Hasil penelitian yang diperoleh menunjukkan terdapat hubungan antara perceived organizational support dengan career adaptability pada karyawan Gen Z dengan nilai signifikansinya sebesar 0,000 ($< 0,05$) dan nilai koefisien korelasinya sebesar 0,721 yang berarti memiliki hubungan yang kuat.

Kata kunci: Career Adaptability, Karyawan Generasi Z, Perceived Organizational Support.

THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND CAREER ADAPTABILITY IN GENERATION Z EMPLOYEES

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ABSTRACT

Gen Z people who are already in the workforce will certainly need to practice career adaptability well enough to handle various challenges and unexpected conditions in their work environment. During the process of career adaptability, they will certainly be supported by the organization. The attitudes and perceptions of Gen Z employees about the positive support they feel will create a sense of meaningfulness because they feel valued and will create positive self-esteem for Gen Z employees. This is called perceived organizational support (POS). In this study using quantitative methods with the research design is correlational research that aims to determine the relationship between perceived organizational support and career adaptability in Gen Z employees. There are two research instruments, namely the perceived organizational support instrument which refers to the theory of Eisenberger (1986) and the career adaptability instrument which refers to the theory of Savickas (2012). The number of samples used in this study was 118 Gen Z employees. The sampling technique used was purposive sampling, where the number of samples was determined using the Lemeshow formula with an absolute precision of 10%. Data analysis techniques used were Pearson Product Moment Correlation. The results obtained show that there is a relationship between perceived organizational support and career adaptability in Gen Z employees with a significance value of 0.000 (<0.05) and a correlation coefficient value of 0.721, which means that it has a strong relationship.

Keywords: *Career Adaptability, Generation Z Employees, Perceived Organizational Support.*