

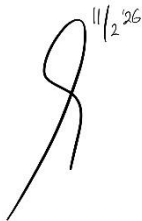
**PENGARUH *PROACTIVE PERSONALITY* DAN *WORK SOCIAL SUPPORT*  
TERHADAP *TURNOVER INTENTION* DENGAN *CAREER  
ADAPTABILITY* SEBAGAI VARIABEL MEDIASI PADA KARYAWAN  
BARU DI INDUSTRI PERHOTELAN DI DAERAH ISTIMEWA  
YOGYAKARTA**

**Betina Noor Faidah ZamZam**

**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh *proactive personality* dan *work social support* terhadap *turnover intention* dengan *career adaptability* sebagai variabel mediasi pada karyawan baru di industri perhotelan di Daerah Istimewa Yogyakarta. Populasi dalam penelitian ini yaitu karyawan baru dengan masa kerja kurang dari 2 tahun di industri perhotelan di Daerah Istimewa Yogyakarta dengan sampel sebanyak 149 responden, yang diperoleh dengan menggunakan teknik *purposive sampling*. Teknik pengumpulan data menggunakan kuesioner secara langsung dalam bentuk *Google Form* dan dianalisis menggunakan *SmartPLS 4.0 Partial Least Squares Structural Equation Modelling* (PLS-SEM) yang dilakukan dengan teknik *outer model*, *inner model*, dan pengujian mediasi. Hasil analisis menunjukkan bahwa *proactive personality* berpengaruh positif namun tidak signifikan terhadap *turnover intention*, *proactive personality* berpengaruh positif dan signifikan terhadap *career adaptability*, *work social support* berpengaruh positif dan tidak signifikan terhadap *turnover intention*, *work social support* berpengaruh positif dan signifikan terhadap *career adaptability*, *career adaptability* berpengaruh negatif namun tidak signifikan terhadap *turnover intention* pada karyawan baru di industri perhotelan di Daerah Istimewa Yogyakarta. Serta *career adaptability* berpengaruh negatif dan tidak signifikan dalam memediasi *proactive personality* dan *work social support* terhadap *turnover intention* pada karyawan baru di industri perhotelan di Daerah Istimewa Yogyakarta. Penelitian selanjutnya dapat memperdalam analisis faktor-faktor lain yang dapat mempengaruhi *turnover intention* dan melakukan penelitian di sektor lain, guna melihat apakah hasil yang serupa terjadi diluar industri penelitian ini.

**Kata Kunci:** *Proactive Personality, Work Social Support, Turnover Intention, Career Adaptability*

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***THE EFFECT OF PROACTIVE PERSONALITY AND WORK SOCIAL SUPPORT ON TURNOVER INTENTION WITH CAREER ADAPTABILITY AS A MEDIATING VARIABLE AMONG NEW EMPLOYEES IN THE HOTEL INDUSTRY IN THE SPECIAL REGION OF YOGYAKARTA***

***Betina Noor Faidah ZamZam***

***Abstract***

*This study aims to analyze the effects of proactive personality and work social support on turnover intention, with career adaptability as a mediating variable, among new employees in the hospitality industry in the Special Region of Yogyakarta. The population of this study consisted of new employees with less than 2 years of service in the hospitality industry in the Special Region of Yogyakarta, and a sample of 149 respondents was obtained using purposive sampling. Data collection techniques included direct questionnaires via Google Forms, and the data were analyzed using SmartPLS 4.0 Partial Least Squares Structural Equation Modelling (PLS-SEM) with outer and inner models, and mediation testing. The results of the analysis demonstrated that proactive personality has a positive but insignificant effect on turnover intention, proactive personality has a positive and significant effect on career adaptability, work social support has a positive and insignificant effect on turnover intention, work social support has a positive and significant effect on career adaptability, and career adaptability has a negative but insignificant effect on turnover intention among new employees in the hospitality industry. Subsequently, career adaptability has a negative but insignificant effect on the mediating role of proactive personality and work social support in turnover intention among new employees in the hospitality industry in the Special Region of Yogyakarta. Future research could deepen the analysis of other factors that may influence turnover intention and conduct research in other sectors to see whether similar results occur beyond the industry studied.*

***Keywords:*** *Proactive Personality, Work Social Support, Turnover Intention, Career Adaptability*