

ABSTRAK

Transisi dan perubahan dunia kerja yang bisa saja tiba-tiba terjadi karena seiring berkembangnya teknologi maupun dunia kerja dimana pergantian atau keahlian karyawan harus mampu memenuhi kebutuhan tersebut dan beradaptasi lebih cepat, berhubungan juga dengan seiringnya seseorang menyiapkan diri untuk bisa mencapai karir yang baik dan stabil ini, di tuntut pula dengan beberapa alasan bahwa setiap orang dalam dunia kerja harus mempunyai *career adaptability* yang cukup baik. Kemudian, penelitian ini menjelaskan adanya hubungan antara *perceived organizational support* dan *proactive personality* dengan *career adaptability* karyawan milenial. Subjek dalam penelitian ini adalah 60 karyawan milenial dengan metode penelitian kuantitatif. Penelitian menggunakan tiga skala, yaitu *perceived organizational support*, *proactive personality* dan *career adaptability* dan menggunakan metode skala *Likert*. Uji analisis regresi ganda yang dilakukan menunjukkan $F = 8.176$ dengan $p < 0.001$ ($p < 0.050$) artinya terdapat korelasi antara *perceived organizational support* dan *proactive personality* dengan *career adaptability*, hasil koefisien korelasi menunjukkan korelasi antara *perceived organizational support* dan *proactive personality* dengan *career adaptability* adalah $R = 0.472$ dan skor analisis koefisien determinasi $R^2 = 0.223$ artinya ada korelasi antara *perceived organizational support* dan *proactive personality* dengan *career adaptability* yang secara bersama sama memberikan sumbangan efektif sebesar 22,3% dan 77,7% lainnya di pengaruhi faktor lain yang tidak dijelaskan dalam penelitian ini.

Keyword : *career adaptability, perceived organizational support, proactive personality, karyawan milenial.*

ABSTRACT

Transitions and changes in the world of work that can be sudden happen due to the development of technology and the world of work where changes or employee skills must be able to meet these needs and adapt more quickly, also related to how someone prepares himself to be able to achieve this good and stable career, It is also demanded for several reasons that everyone in the world of work must have a fairly good career adaptability. Then, this study explains that there is a relationship between perceived organizational support and proactive personality with career adaptability of millennial employees. The subjects in this study were 60 millennial employees using a quantitative research method. This study uses three scales, namely perceived organizational support, proactive personality and career adaptability and uses the Likert scale method. The multiple regression analysis test performed showed $F = 8.176$ with $p < 0.001$ ($p < 0.050$) meaning that there is a correlation between perceived organizational support and proactive personality with career adaptability, the results of the correlation coefficient show a correlation between perceived organizational support and proactive personality with career adaptability is $R = 0.472$ and the analysis score of the coefficient of determination $R^2 = 0.223$ means that there is a correlation between perceived organizational support and proactive personality with career adaptability which together make an effective contribution of 22.3% and 77.7% are influenced by other factors not explained in the study this.

Keyword : career adaptability, perceived organizational support, proactive personality, millennial employees.