



Peran Perceived Supervisory Support terhadap Career Satisfaction Karyawan Gen Z

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Abstract. *Employee career satisfaction is an important thing for companies to pay attention to because it has a significant impact on company profits. This happens through commitment and performance which are greatly influenced by career satisfaction. Support from supervisors plays an important role in employee development, especially regarding career satisfaction. This research aims to determine the extent to which the role of supervisory support is felt in the career satisfaction of Gen Z employees. This research uses a quantitative approach through a survey with an online questionnaire to 146 Gen Z employees. This questionnaire consists of 2 scales used in this research, namely Career Satisfaction Scale (CSS) and Survey of Perceived Supervisor Support (SPSS). Data analysis used a simple linear regression test with SPSS (Statistical Program for Social Science) software version 22.0 for Windows. The research results show that perceived supervisory support plays a role in the career satisfaction of Gen Z employees. Therefore, it is important to increase superiors' concern for employees in the company.*

Keywords: *career satisfaction, Gen Z, perceived supervisory support*

Abstrak. *Kepuasan karir karyawan menjadi hal yang penting untuk diperhatikan oleh perusahaan karena memberikan dampak yang signifikan bagi keuntungan perusahaan. Hal ini ditunjukkan melalui komitmen dan performansi kinerja yang sangat dipengaruhi oleh kepuasan karir. Dukungan dari supervisor memiliki peranan penting dalam pengembangan karyawannya, terutama perihal kepuasan karir. Penelitian ini bertujuan untuk mengetahui sejauh mana peran perceived supervisory support terhadap career satisfaction karyawan Gen Z. Penelitian ini menggunakan pendekatan kuantitatif melalui survei dengan kuesioner secara online kepada 146 karyawan Gen Z. Kuesioner ini terdiri dari 2 skala yang digunakan dalam penelitian ini, yakni Career Satisfaction Scale (CSS) dan Survey of Perceived Supervisor Support (SPSS). Analisis data menggunakan uji regresi linier sederhana dengan software SPSS (Statistical Program for Social Science) version 22.0 for Windows. Hasil penelitian menunjukkan bahwa perceived supervisory support berperan terhadap career satisfaction karyawan Gen Z. Oleh karena itu, penting untuk meningkatkan kepedulian atasan terhadap karyawan di perusahaan.*

Kata Kunci: *career satisfaction, Gen Z, perceived supervisory support*