

**Abstract.** *The tech winter phenomenon is defined as a difficult period for startups and brings the impact of layoffs and changes in business strategy. To be able to face such difficult times, agility in the workforce is important. Workforce agility can help startups to adapt quickly and survive in the face of challenges. This study aims to empirically examine the role of occupational self-efficacy and organizational commitment on workforce agility in startup employees. Participants in this study were startup employees who had worked for at least 3 months. Data collection is in the form of a survey method using the workforce agility scale, occupational self-efficacy, and organizational commitment. The research data were then analyzed using multiple regression analysis. The findings indicate a significant level of 0.000 signifying that occupational self-efficacy and organizational commitment collectively contributing 53,7% towards workforce agility. Specifically, occupational self-efficacy contributed 32,1% and organizational commitment contributed 21,6%.*

**Keywords:** Occupational Self-Efficacy, Organizational Commitment, Startup, Workforce Agility

**Abstrak.** Fenomena *tech winter* yang didefinisikan sebagai periode sulit bagi *startup* dan membawa dampak berupa PHK dan perubahan strategi bisnis. Untuk dapat menghadapi masa sulit seperti ini, *agility* dalam *workforce* atau tenaga kerja merupakan hal yang penting. *Workforce agility* dapat membantu *startup* untuk beradaptasi dengan cepat dan bertahan dalam menghadapi tantangan. Penelitian ini bertujuan untuk menguji secara empirik peran *occupational self-efficacy* dan komitmen organisasi terhadap *workforce agility* pada karyawan *startup*. Partisipan dalam penelitian ini yakni karyawan *startup* yang telah bekerja minimal selama 3 bulan. Pengambilan data berupa metode survei dengan menggunakan skala *workforce agility*, *occupational self-efficacy*, dan komitmen organisasi. Data penelitian kemudian dianalisis menggunakan analisis regresi berganda. Hasil penelitian menunjukkan tingkat signifikansi sebesar 0,000 yang menunjukkan bahwa *occupational self-efficacy* dan komitmen organisasi secara simultan memberikan kontribusi sebesar 53,7% terhadap *workforce agility*. Secara spesifik, *occupational self-efficacy* berkontribusi sebesar 32,1% dan komitmen organisasi sebesar 21,6%.

**Kata Kunci:** Komitmen Organisasi, Occupational Self-Efficacy, Startup, Workforce Agility