

## **Peran Kepribadian Proaktif Terhadap Resiliensi Karyawan: *Perceived Supervisor Support* Sebagai Moderator Pada Karyawan Generasi Z**

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### **Abstrak**

Penelitian ini bertujuan untuk menguji peran kepribadian proaktif terhadap resiliensi karyawan Generasi Z dengan *perceived supervisor support* sebagai moderator. Partisipan penelitian ini berjumlah 386 karyawan Generasi Z yang telah bekerja selama minimal 1 tahun. Instrumen yang digunakan dalam penelitian ini adalah *Resilience at Work Scale*, *Proactive Personality Scale*, dan *Survey of Perceived Supervisor Support*. Hipotesis diuji menggunakan analisis moderasi dengan *PROCESS macro for SPSS*. Hasil menunjukkan bahwa *perceived supervisor support* memoderatori peran kepribadian proaktif terhadap resiliensi karyawan ( $p < 0,01$ ). Ketika persepsi karyawan terhadap dukungan atasan rendah, peran kepribadian proaktif terhadap resiliensi karyawan akan semakin kuat.

**Kata kunci:** *resiliensi karyawan, kepribadian proaktif, perceived supervisor support, generasi Z*

### **Abstract**

*This study examined the role of proactive personality on the resilience of Generation Z employees with perceived supervisor support as a moderator. The participants of this study were 386 Generation Z employees who worked for at least one year. The instruments used in this study were the Resilience at Work Scale, Proactive Personality Scale, and Survey of Perceived Supervisor Support. The hypothesis was tested using moderation analysis with PROCESS macro for SPSS. Results showed that perceived supervisor support moderated the role of proactive personality on employee resilience ( $p < 0.01$ ). The role of proactive personality on employee resilience will be stronger when employees' perceived supervisor support is low.*

**Keywords:** *employee resilience, proactive personality, perceived supervisor support, gen Z*