

Peran *Perceived Organizational Support* terhadap *Career Resilience* Yang Dimediasi Oleh *Career Adaptability* Pada Pegawai Non-ASN di RSUD X

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Abstract. *Non-civil servant employees (Non-ASN) at RSUD X represent a critical workforce segment that is vulnerable to differential treatment, work pressure, and uncertainty regarding employment terms and status. These challenges necessitate resilience in navigating their careers. This study focuses on examining career resilience. The primary objective is to investigate the role of perceived organizational support on career resilience, with career adaptability acting as a mediating variable. A quantitative survey was conducted involving 161 Non-ASN employees at RSUD X with a minimum tenure of six months. Career resilience was measured using the Career Resilience Questionnaire (CRQ) with 17 items, perceived organizational support was assessed with the Short Scale for Perceived Organizational Support (POS) consisting of 16 items, and career adaptability was evaluated using the Career Adapt-Abilities Scale (CAAS) with 12 items. Data were analyzed using Hayes' mediation analysis technique. The findings revealed that career adaptability partially mediates the relationship between perceived organizational support and career resilience. This indicates that the direct effect of perceived organizational support on career resilience is stronger than its indirect effect through career adaptability. Limitations of the study and practical implications for organizational practices are discussed further.*

Keywords: *career adaptability, career resilience, perceived organizational support*

Abstrak. Pegawai Non-ASN di RSUD X menjadi aset penting yang rentan mengalami perlakuan yang berbeda, tekanan kerja, ketidakpastian masa kerja dan status kerja. Hal tersebut mengharuskan bertahan dalam karirnya. Penelitian ini berfokus mengkaji ketahanan karir. Tujuan penelitian untuk mengkaji peran *perceived organizational support* terhadap *career resilience* yang dimediasi oleh *career adaptability*. Penelitian ini menggunakan survei kuantitatif melibatkan 161 Pegawai yang berstatus Non-ASN di RSUD X dengan masa kerja minimal enam bulan. *Career resilience* diukur menggunakan CRQ sejumlah 17 aitem, sedangkan *perceived organizational support* diukur menggunakan POS versi *short scale* sejumlah 16 aitem, dan *career adaptability* diukur menggunakan *adapt scale form* sejumlah 12 aitem. Analisis data menggunakan teknik Mediasi oleh Hayess. Berdasarkan hasil penelitian, diketahui *career adaptability* memiliki efek mediasi parsial. Hal ini berarti pengaruh langsung *perceived organizational support* terhadap *career resilience* lebih kuat, dibandingkan pengaruh tidak langsung melalui *career adaptability*. Keterbatasan penelitian dan implikasi praktis dari penelitian ini dibahas lebih lanjut.

Kata Kunci: *adaptabilitas karir, ketahanan karir, persepsi dukungan organisasi*