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Peran *Perceived Organizational Support* terhadap Adaptabilitas Karir melalui Mediasi

Work Meaningfulness

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Abstract. *Organizational changes present new challenges for employees in adjusting their work competencies. This study aims to explore the role of perceived organizational support (POS) on career adaptability through the mediation of work meaningfulness. A quantitative approach was used with data collected using purposive sampling. The measurement instruments used in this research include CAAS-SF to assess career adaptability, SPOS scale to assess perceived organizational support, and WAMI to assess work meaningfulness. 194 employees from various levels at PT SPC participated in this study. The data analysis method used Structural Equation Modelling (SEM) through SMART PLS 4.0. The data analysis results indicate that work meaningfulness partially mediates the relationship between POS and career adaptability. Although the direct effect of POS on career adaptability remains significant, the role of work meaningfulness as a mediator provides a greater contribution. Thus, the research hypothesis is accepted. These findings suggest that organizations should develop programs that facilitate employees' work meaningfulness as a strategic effort to enhance career adaptability.*

Keywords: *Perceived Organizational Support; Career Adaptability; Work Meaningfulness*

Abstrak. Perubahan organisasi memberikan tantangan baru bagi karyawan dalam melakukan penyesuaian terhadap kompetensi pekerjaannya. Tujuan penelitian ini adalah untuk mengeksplorasi peran *perceived organizational support* (POS) terhadap adaptabilitas karir melalui mediasi *work meaningfulness*. Penelitian ini menggunakan pendekatan kuantitatif dan pengumpulan data melalui metode *purposive sampling*. Instrumen pengukuran yang digunakan dalam penelitian ini meliputi skala CAAS-SF untuk mengukur adaptabilitas karir, skala SPOS untuk mengukur *Perceived Organizational Support*, dan skala WAMI untuk mengukur *work meaningfulness*. Sejumlah 194 karyawan PT SPC dari berbagai level jabatan menjadi partisipan dalam penelitian ini. Metode analisis data menggunakan *Structural Equation Modelling* (SEM) melalui aplikasi SMART PLS 4.0. Hasil penelitian menemukan bahwa *work meaningfulness* memediasi hubungan antara POS dan adaptabilitas karir secara parsial. Meskipun efek langsung POS terhadap adaptabilitas karir signifikan, tetapi peran *work meaningfulness* sebagai mediator memberikan kontribusi yang lebih besar. Dengan demikian, hipotesis penelitian ini diterima. Temuan penelitian ini menunjukkan bahwa organisasi harus membuat program yang dapat memfasilitasi *work meaningfulness* karyawan sebagai upaya strategis dalam meningkatkan adaptabilitas karir.

Kata Kunci: *Perceived Organizational Support; Adaptabilitas Karir; Work Meaningfulness*