

Peran Anchor Virtues Terhadap Career Adaptability Generasi Z Yang Dimediasi Oleh Resiliensi Karyawan di Perusahaan Digital Start-up

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Abstrak

Penelitian ini bertujuan untuk menguji peran *anchor virtues* terhadap *career adaptability* dengan resiliensi karyawan sebagai variabel mediasi pada karyawan generasi z di perusahaan *start-up*. Studi ini menggunakan pendekatan kuantitatif dengan metode survei. Sampel penelitian melibatkan 258 karyawan generasi Z dengan rentang usia 18-29 tahun. Pengambilan data dilakukan secara *online* dengan menggunakan skala *anchor virtues*, skala resiliensi karyawan, dan skala *career adaptability*. Analisis mediasi menggunakan SPSS PROCESS MACRO v26. Hasil penelitian ini menunjukkan bahwa *anchor virtues* memiliki pengaruh langsung dan tidak langsung melalui resiliensi karyawan terhadap *career adaptability*. Dalam hal ini resiliensi karyawan berperan sebagai mediator parsial, dimana *anchor virtues* tidak hanya mempengaruhi *career adaptability* secara langsung, tetapi juga melalui peningkatan resiliensi karyawan. Hasil penelitian menunjukkan bahwa resiliensi karyawan dapat memediasi peran *anchor virtues* terhadap *career adaptability* ($\beta = 0,286$; LLCI = 0,003; ULCI = 0,434; $R^2 = 0,392$) Hasil tersebut mendukung hipotesis bahwa *anchor virtues* dapat berperan terhadap *career adaptability* dengan dimediasi oleh resiliensi karyawan.

Kata Kunci: *anchor virtues*, *resiliensi karyawan*, *career adaptability*, generasi z.

The Role of Anchor Virtues on Career Adaptability of Generation Z Mediated by Employee Resilience in Digital Start-up Companies

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Abstract

This study examines anchor virtues' role in career adaptability, with employee resilience as a mediating variable, among Generation Z employees in *start-up* companies. The study employs a quantitative approach with a survey method. The research sample comprises 258 Generation Z employees aged 18-29. Data was collected online using the anchor virtues, employee resilience, and career adaptability scales. Mediation analysis was performed using SPSS PROCESS MACRO v26. The results of this study show that anchor virtues have direct and indirect effects on career adaptability through employee resilience. In this context, employee resilience serves as a partial mediator, where anchor virtues directly influence career adaptability and enhance it through improved employee resilience. The results indicate that employee resilience can mediate the role of anchor virtues on career adaptability ($\beta = 0.286$; LLCI = 0.003; ULCI = 0.434; $R^2 = 0.392$). These findings support the hypothesis that anchor virtues can influence career adaptability, mediated by employee resilience.

Keywords: *anchor virtues, employee resilience, career adaptability, generation z*