

Peran *Emotional Intelligence* terhadap *Employability* pada Generasi Z dengan Dukungan Sosial sebagai Mediator

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Abstract. *In this era of technological advancement, generation Z is required to compete in the job market by enhancing their abilities. Employability has become a key factor for them to survive and compete in the workplace. This study aims to understand the role of social support in mediating the relationship between emotional intelligence and employability in Generation Z. The hypothesis of this study posits that social support plays a role as a mediator in the relationship between emotional intelligence and employability in Generation Z. A quantitative survey was conducted online using the Competence-Based Measurement of Employability (CBME) scale, The Wong and Law Emotional Intelligence Scale (WLEIS), and The Multidimensional Scale of Perceived Social Support (MSPSS). Data from 137 participants were analyzed using mediation analysis with JAMOVI software. The result of this study indicates that social support partially mediates the relationship between emotional intelligence and employability. It is demonstrated by both direct and indirect effects of emotional intelligence on employability were found to be significant.*

Keywords: *Employability, emotional intelligence, social support, generation Z.*

Abstrak. Pada era kemajuan teknologi ini generasi Z dituntut untuk dapat bersaing mencari lapangan pekerjaan dengan meningkatkan kemampuan yang dimiliki. Kemampuan kerja atau *employability* menjadi faktor utama bagi mereka untuk dapat bertahan dan bersaing di dunia pekerjaan. Penelitian ini bertujuan untuk memahami peran dukungan sosial dalam memediasi hubungan *emotional intelligence* terhadap *employability* pada generasi Z. Hipotesis penelitian ini menyatakan dukungan sosial berperan sebagai mediator dalam peran *emotional intelligence* terhadap *employability* pada generasi Z. Survei kuantitatif dilakukan secara daring dengan skala *Competence-Based Measurement of Employability* (CBME), *The Wong and Law Emotional Intelligence Scale* (WLEIS), dan *The Multidimensional Scale of Perceived Social Support* (MSPSS). Data dari 137 partisipan dianalisis menggunakan analisis mediasi dengan perangkat lunak JAMOVI. Hasil penelitian menunjukkan bahwa dukungan sosial memediasi peran *emotional intelligence* terhadap *employability* secara parsial. Hal ini ditunjukkan melalui adanya efek langsung maupun tidak langsung *emotional intelligence* terhadap *employability* yang signifikan.

Kata kunci: *Employability, emotional intelligence, dukungan sosial, generasi Z*