

Peran *Perceived Organizational Support* dan *Anchor Virtues* terhadap *Career Adaptability* Pekerja

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Abstrak.

Penelitian ini bertujuan untuk mengkaji peran *perceived organizational support* (POS) dan *anchor virtues* terhadap *career adaptability* pada pekerja. Menggunakan pendekatan kuantitatif, penelitian ini melibatkan 131 pekerja di Indonesia. Hasil analisis regresi berganda mengungkapkan bahwa *anchor virtues* memiliki peran signifikan terhadap *career adaptability*, sedangkan *perceived organizational support* tidak berperan. Temuan ini mengindikasikan bahwa faktor internal individu lebih berperan dalam membentuk *career adaptability* pekerja dibandingkan dukungan yang diberikan oleh organisasi.

Kata kunci: dukungan organisasi yang dirasakan, *anchor virtues*, adaptabilitas karier

Abstract.

This study aims to examine the role of perceived organizational support (POS) and anchor virtues on career adaptability in workers. Using a quantitative approach, this study involved 131 workers in Indonesia. The results of multiple regression analysis revealed that anchor virtues have a significant role in career adaptability, while perceived organizational support does not play a role. This finding indicates that individual internal factors play a greater role in shaping workers' career adaptability than support provided by the organization.

Keywords: *perceived organizational support, anchor virtues, career adaptabilit*