

## Abstrak

Kondisi lingkungan kerja dinamis mengubah arah kebutuhan organisasi. Kebutuhan sumber daya manusia yang tangguh dan adaptif terhadap perubahan kian meningkat. Perkembangan ilmu pengetahuan yang sering diikuti perubahan regulasi berpotensi menjadi sumber stres kerja bagi tenaga kependidikan perguruan tinggi. Meski begitu, perhatian dan kesadaran terhadap peran strategis tenaga kependidikan dinilai masih rendah. Persepsi dukungan atasan diketahui berpengaruh terhadap resiliensi karir. Penelitian ini bertujuan untuk menguji persepsi dukungan atasan terhadap resiliensi karir tenaga kependidikan salah satu PTNBH di Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan partisipan tenaga kependidikan perguruan tinggi. Instrumen yang digunakan yaitu *Resilience Questionnaire (CRQ)* dan *Survey of Perceived Supervisor Support (SPSS)*. Analisis data dilakukan dengan teknik regresi linear sederhana. Hasil analisis menunjukkan persepsi dukungan atasan berpengaruh terhadap resiliensi karir tenaga kependidikan ( $\beta=0,437$ ,  $p<0.05$ ). Artinya, meningkatnya 1 satuan standar SPSS ditemukan juga terdapat peningkatan sebesar 0,437 satuan terstandar pada variabel CR. Penelitian ini dapat dijadikan tambahan literatur terkait resiliensi karir dan sebagai bahan pertimbangan dalam merancang kebijakan terkait pengembangan tenaga kependidikan perguruan tinggi.

**Kata kunci:** *persepsi dukungan atasan, resiliensi karir, tenaga kependidikan*

The dynamic nature of the work environment has shifted organizational needs, leading to an increasing demand for human resources that are resilient and adaptable to change. In higher education institutions, the continuous advancement of knowledge, often accompanied by frequent regulatory changes, has the potential to become a significant source of occupational stress for non-academic staff. Nevertheless, awareness and recognition of the strategic role played by non-academic staff remain relatively low. Previous studies have indicated that perceived supervisor support has an influence on career resilience. This study aims to examine the effect of perceived supervisor support on the career resilience of non-academic staff at a state autonomous university (PTNBH) in Yogyakarta. A quantitative research approach was employed, involving non-academic staff as participants. The instruments used were the Career Resilience Questionnaire (CRQ) and the Survey of Perceived Supervisor Support (SPSS). Data analysis was conducted using simple linear regression. The results revealed that perceived supervisor support had a significant effect on career resilience among non-academic staff ( $\beta = 0.437$ ,  $p < 0.05$ ). This indicates that a one standard unit increase in SPSS corresponds to an increase of 0.437 standard units in the CR variable. The findings of this study contribute to the existing body of literature on career resilience and may serve as a valuable reference for policy development regarding the advancement of non-academic staff in higher education institutions.

**Keywords:** *perceived supervisor support, career resilience, non-academic staff*