UNIVERSITAS
GADJAH MADA
Gigih di Era VUCA: Peran Grit terhadap Career Adaptability Gen Z di Lingkungan Kerja
Yehoshua Nugahita, Dr. Rizqi Nurâ€™aini Aâ€™yuninnisa, S.Psi., M.Sc.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

GIGIH DI ERA VUCA: PERAN *GRIT* TERHADAP *CAREER ADAPTABILITY* GEN Z DI LINGKUNGAN KERJA

Yehoshua Nugahita[1], Rizqi Nur'aini A'yuninnisa[2]
Fakultas Psikologi Universitas Gadjah Mada
Jalan Sosio Humaniora 1, Bulaksumur,
Yogyakarta 55281, Telp. (0274) 55043
e-mail: [1]yehoshuanugahita@mail.ugm.ac.id, [2]rizqi.ayuninnisa@ugm.ac.id

Abstrak. Studi terdahulu memaparkan gambaran eksistensi *grit* sebagai salah satu karakteristik penting terhadap adaptabilitas karyawan di lingkungan kerja. Di sisi lain, pengakuan keterkaitan antara kedua konstruk tersebut masih menyisakan ruang bagi upaya untuk memperlengkap kajian dalam arah pengestimasian yang lebih spesifik, tentang peran *grit* terhadap *career adaptability* individu, secara khusus pada ranah kontekstual masa Gen Z. Penelitian ini bertujuan untuk menguji peran *perseverance of effort* dan *consistency of interest* sebagai dimensi *grit* terhadap *career adaptability* dari Gen Z di lingkungan kerja yang dinamis serta tidak pasti (VUCA). Sejumlah 152 pekerja Gen Z dilibatkan sebagai partisipan melalui metode *purposive sampling* dan penyebaran survei kuantitatif dengan kuesioner yang mencakup skala pengukuran *grit* (Grit-O) dan *career adaptability* (CAAS). Analisis menggunakan *Structural Equation Modeling* (SEM) menunjukkan 46.3% varians *career adaptability* terjelaskan dalam model, dengan *perseverance of effort* menunjukkan peran positif signifikan ($\beta = 0.675$, $p < .001$), sedangkan *consistency of interest* tidak menunjukkan peran yang signifikan ($\beta = -0.046$, $p = .124$). Temuan menggambarkan ketekunan dalam mempertahankan usaha sebagai faktor yang lebih adaptif dibandingkan konsistensi minat dalam konteks dinamika lingkungan kerja Gen Z.
Kata kunci: *career adaptability*, *gen z*, *grit*

Abstract. *Previous studies have highlighted grit as an important personal characteristic associated with employees' adaptability in the workplace. However, the established relationship between these two constructs still leaves room for further investigation, particularly in providing a more specific estimation of grit in predicting career adaptability within the contextual framework of Gen Z. This study aimed to investigate the respective roles of perseverance of effort and consistency of interest as dimensions of grit in explaining career adaptability among Gen Z employees in a dynamic and uncertain (VUCA) work environment. A total of 152 Gen Z employees participated in this study, recruited through purposive sampling and surveyed using quantitative questionnaires comprising the Grit-O and CAAS scales. Structural Equation Modeling (SEM) analysis revealed that 46.3% of the variance in career adaptability was explained by the model, with perseverance of effort demonstrating a significant positive role ($\beta = 0.675$, $p < .001$), whereas consistency of interest did not demonstrate a significant role ($\beta = -0.046$, $p = .124$). The findings indicate that persistence in sustaining effort serves as a more adaptive factor than consistency of interest within the dynamic work context faced by Gen Z.*
Keywords: *career adaptability, gen z, grit*