

## **ABSTRAK**

*Hadirnya teknologi internet dan pasar kerja global memunculkan suatu era baru dalam pasar kerja yaitu era boundaryless workplace. Era ini melahirkan peluang sekaligus tantangan baru dalam berkarier. Jalur karier non konvensional menawarkan adanya kebebasan dalam mengarahkan dan mengelola karier dan fleksibilitas kerja tanpa dibatasi ruang dan waktu. Untuk dapat memenuhi harapan karier dan mencapai konsekuensi positif berkarier, diperlukan proses konstruksi karier. Penelitian ini bertujuan untuk menemukan konsep teori yang menjelaskan tentang proses konstruksi karier di era boundaryless workplace. Penelitian ini menggunakan pendekatan kualitatif dengan metode grounded theory. Data penelitian berupa hasil wawancara dan data dokumentasi media online dari 20 orang generasi Y. Data dianalisa dengan menggunakan manual coding dan pada tahap akhir coding data dikelola dengan menggunakan salah satu computer assisted qualitative data analysis software (CAQDAS) yaitu NVivo.*

*Pokok temuan penelitian konstruksi karier ini adalah “A multiple loops career crafting model : Konstruksi karier di era boundaryless workplace. Rumusan tesis yaitu “Proses konstruksi karier di era boundaryless workplace yaitu proses pembelajaran berulang untuk mewujudkan harapan dengan mencipta suatu karier yang bercirikan keunikan, pengembangan diri berkelanjutan, berperspektif digital-global, berkolaborasi, dan fleksibilitas sehingga tercapai kebahagiaan karier”.*

*Kata kunci : Konstruksi karier, multiple loops, crafting career, era boundaryless workplace*

## **ABSTRACT**

*The presence of internet technology and the global job market has created a new era in the labor market that is the boundaryless workplace era. This era creates new opportunities as well as challenges in a career. Non-conventional career paths offer the freedom to direct and manage career and work flexibility without being limited by space and time. To be able to meet career expectations and achieve the positive consequences of a career, a career process is needed. This study aims to find theoretical concepts that explain the career construction process in the boundaryless workplace era. This research used qualitative approach with grounded theory method. The research data were interview result and online media documentation data from 20 millennials. Data was analyzed by using manual coding and in the final stages of data coding was managed by using one computer assisted qualitative data analysis software (CAQDAS) that is NVivo.*

*The main findings of this career construction study were "A multiple loops career crafting model: Construction career in the boundaryless workplace era. The thesis formulation was "The process of career construction in the boundaryless workplace era was the process of repetitive learning to realize the expectations by creating a career that was characterized by uniqueness, self-development continuity, digital-global perspective, collaboration, and flexibility so as to achieve career happiness".*

*Keywords: career construction, multiple loops, crafting career, boundaryless workplace era*