

PSYCHOLOGY CAPITAL AS A PERFECT MEDIATOR : ROLE OF AUTHENTIC LEADERSHIP ON CAREER ADAPTABILITY ABILITY OF MILENIAL EMPLOYEES IN STARTUP

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Abstract. *The purpose of this study was to determine the interaction between Authentic Leadership variables, Psychology Capital and Career Adaptability. The hypothesis in this study is the role of Authenticity Leadership towards the formation of millennial employee Adaptability mediated by Psychology Capital. To realize the Career Adaptability in employees, Psychology Capital becomes a matter that must be owned by an employee first. Where Psychology Capital can be grown through the positive strength in Authentic Leadership. The process of retrieving data by providing surveys to respondents who have determined the criteria online and offline with a total number of respondents as much as 308. Testing the hypothesis using path analysis (path analysis). In addition, additional analysis was also carried out regarding matters that were able to determine the level of individual Career Adaptability. These factors consist of gender, marital status, level of position and tenure. Based on the results of the analysis, Psychology Capital proved to have a significant role as a perfect mediator in the role of Authentic Leadership on Career Adaptability of millennial employees at startup. , 8% The results of the additional analysis showed that the position level significantly affected the ability of Career Adaptability, while other factors such as gender, marital status and years of work did not significantly influence the individual's Career Adaptability. The results of this study are expected to provide theoretical benefits that in order to increase the role of Authentic Leadership in shaping the Career Adaptability of an employee it will be effective if Authentic Leadership targets the formation of Psychology Capital employees first. These results are also expected to provide practical benefits, especially for companies that want to develop their Career Adaptability.*

Key Words : *Career Adaptability, Psychology Capital, Authentic Leadership*

***PSYCHOLOGY CAPITAL MEDIATOR SEMPURNA : PERAN
AUTHENTIC LEADERSHIP TERHADAP KEMAMPUAN CAREER
ADAPTABILITY KARYAWAN MILENIAL DI STARTUP***

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Abstrak. Tujuan dari penelitian ini adalah untuk mengetahui interaksi antara variabel *Authentic Leadership*, *Psychology Capital* dan *Career Adaptability*. Hipotesis dalam penelitian ini adalah adanya peranan *Authentic Leadership* terhadap pembentukan *Career Adaptability* karyawan milenial yang dimediasi oleh *Psychology Capital*. Untuk mewujudkan *Career Adaptability* dalam diri karyawan, maka *Psychology Capital* menjadi suatu hal yang harus terlebih dahulu dimiliki seorang karyawan. Dimana *Psychology Capital* dapat ditumbuhkan melalui kekuatan positif yang ada dalam *Authentic Leadership*. Proses pengambilan data dengan memberikan survey kepada responden yang sudah ditentukan kriterianya secara online dan offline dengan jumlah total responden sebanyak 308. Pengujian hipotesis menggunakan analisa jalur (*path analysis*). Selain itu juga dilakukan analisis tambahan terkait hal-hal yang mampu menjadi faktor penentu tingkat kemampuan *Career Adaptability* individu. Faktor tersebut terdiri dari *gender*, status pernikahan, level posisi dan masa kerja. Berdasarkan hasil analisis menunjukkan bahwa *Psychology Capital* terbukti secara signifikan berperan sebagai mediator sempurna (*perfect mediation*) pada peran *Authentic Leadership* terhadap *Career Adaptability* karyawan milenial di startup. *Authentic Leadership* dan *Psychology Capital* secara bersama-sama berperan terhadap pembentukan *Career Adaptability* karyawan milenial di startup sebesar 30,8% Hasil analisis tambahan menunjukkan bahwa level posisi secara signifikan mempengaruhi kemampuan *Career Adaptability*, sedangkan faktor lainnya seperti *gender*, status pernikahan dan masa kerja tidak berpengaruh. Hasil penelitian ini diharapkan dapat memberikan manfaat teoritis bahwasannya untuk meningkatkan peran *Authentic Leadership* dalam membentuk *Career Adaptability* seorang karyawan akan efektif jika *Authentic Leadership* menysasar pada pembentukan *Psychology Capital* karyawannya terlebih dahulu. Hasil ini juga diharapkan memberi manfaat secara praktis terutama bagi perusahaan yang ingin mengembangkan *Career Adaptability* karyawannya.

Kata kunci : *Career Adaptability, Psychology Capital, Authentic Leader*