



Peran *Perceived Organizational Support* dan *Career Adaptability* Terhadap *Subjective Career Success*

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Abstract. Startup companies face challenges in managing their employees, especially in helping employees to be able to achieve subjective career success that also impacts on the company's success. Subjective career success is a positive evaluation of individuals based on self-determined standards of achievement experienced throughout the professional experience. Subjective career success is achieved by the impact of influencing factors, in this research, career adaptability and perceived organizational support. The purpose of this study was to determine the role of perceived organizational support and career adaptability to the subjective career success of millennial employees who work in startup companies. The research is quantitative using multiple regression analysis. Research respondents are 170 the millennial generation who work at startup companies. The results of the study stated that perceived organizational support and career adaptability jointly contributed 49.9% to the subjective career success-personal and 30.4% to the subjective career success-other shared by millennial employees who worked in startup companies. Therefore, it is important for startup companies to intervene perceived organizational support by pressing the employee's career adaptability level to help employees achieve career success subjective

Keywords: *subjective career success, career adaptability, perceived organizational support, Millennials generation, Startup*

Abstrak. Perusahaan *startup* menghadapi tantangan dalam mengelola karyawannya, khususnya dalam membantu karyawan untuk mampu mencapai *subjective career success* sehingga juga berdampak pada kesuksesan perusahaan. *Subjective career success* merupakan evaluasi positif personal individu berdasarkan standar yang ditentukan sendiri terhadap pencapaian yang dialami sepanjang pengalaman profesional. *Subjective career success* tercapai dengan adanya dampak dari factor yang memengaruhi, dalam penelitian ini adalah *career adaptability* dan *perceived organizational support*. Sehingga tujuan penelitian ini adalah untuk mengetahui peran *perceived organizational support* dan *career adaptability* terhadap *subjective career success* pada karyawan milenial yang bekerja di perusahaan startup. Penelitian adalah kuantitatif yang menggunakan analisis regresi berganda. Responden penelitian adalah 170 generasi milenial yang bekerja di perusahaan startup. Hasil penelitian menyatakan bahwa *perceived organizational support* dan *career adaptability* secara bersama-sama memberikan sumbangan efektif sebesar 49.9% terhadap *subjective career success-personal* dan 30.4% terhadap *subjective career success-other* yang dimiliki oleh karyawan milenial yang bekerja di perusahaan startup. Oleh karena itu, penting bagi perusahaan startup untuk mengintervensi *perceived organizational support* dengan menitik beratkan pada tingkat *career adaptability* karyawan guna membantu karyawan mencapai *subjective career success*.

Kata kunci: *subjective career success, career adaptability, perceived organizational support, generasi Millennial, Startup*