

PERAN RESILIENSI KARIER SEBAGAI MEDIATOR ANTARA
PERCEIVED SUPERVISOR SUPPORT DAN *EMPLOYABILITY*
GENERASI MILENIAL

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ABSTRAK

Era disrupsi menuntut milenial untuk mengembangkan kompetensi dirinya (*employability*) agar mampu bertahan dalam lingkungan kerja dengan tuntutan pasar yang berubah-ubah. Penelitian ini bertujuan untuk menguji peran resiliensi karier sebagai mediator dalam hubungan *perceived supervisor support* terhadap *employability* generasi milenial yang bekerja di sektor telekomunikasi. Pengumpulan data dilakukan secara daring dengan melibatkan 218 pekerja milenial di perusahaan telekomunikasi. *Employability* diukur menggunakan skala CBME yang dimodifikasi dan terdiri atas 35 aitem, sedangkan *perceived supervisor support* diukur menggunakan skala modifikasi dari SPSS dengan aitem sebanyak 14, dan resiliensi karier diukur menggunakan skala CRQ yang dimodifikasi dan terdiri atas 19 aitem. Data dianalisis dengan menggunakan teknik regresi yang dilakukan secara bertahap. Hasil penelitian menunjukkan bahwa resiliensi karier memiliki efek mediasi sebagian (parsial) dalam hubungan antara *perceived supervisor support* terhadap *employability* ($\beta_c=0.391$, $p=0.000$; $p<0.05$). Hal tersebut berarti bahwa pengaruh langsung *perceived supervisor support* terhadap *employability* lebih kuat dibandingkan pengaruh tidak langsung melalui resiliensi karier. Keterbatasan penelitian dan implikasi praktis dari penelitian ini dibahas lebih lanjut.

Kata kunci: *employability*, resiliensi karier, *perceived supervisor support*

CAREER RESILIENCE AS MEDIATOR BETWEEN PERCEIVED SUPERVISOR SUPPORT AND EMPLOYABILITY OF MILLENNIALS

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ABSTRACT

Disruptive era forced millennials to enhance their competencies in order to survive and maintain their competitive advantage. In order to meet endless change of current demands, millennials as a generation dominate the workforce are expected to develop their competencies. This study aimed to explain the role of career resilience as a mediator between perceived supervisor support and employability of millennial workers, specifically in telecommunication sector. Data were collected from 218 millennial employees in various telecommunication industry in Indonesia through online survey (google form). Three scales were used to collect data, including Competence-Based Measurement of Employability that consists of 35 items, Survey of Perceived Supervisor Support that consists of 14 items, and Career Resilience Questionnaire that consists of 19 items. Result showed career resilience is not significant as full mediation. The direct effect of perceived supervisor support to employability is stronger than must through career resilience as a partial mediation. Further analysis and practical implication for organization and future research discussed.

Keywords: employability, career resilience, perceived supervisor support