

Abstrak

Penelitian ini bertujuan untuk menguji variabel *perceived supervisor support* (PSS) sebagai moderator terhadap hubungan kemampuan regulasi emosi terhadap *career resilience* karyawan pada sektor industri *fast moving customer goods* (FMCG). Hipotesis yang diajukan dalam penelitian ini adalah PSS mampu memoderatori hubungan antara kemampuan regulasi emosi terhadap *career resilience*. Proses penelitian menggunakan survei online pada karyawan perusahaan FMCG. Jumlah subjek pada penelitian ini adalah 236 orang. Uji hipotesis menggunakan uji regresi linear berjenjang. Hasil penelitian menunjukkan bahwa PSS tidak dapat memoderatori hubungan kemampuan regulasi emosi terhadap *career resilience* ($p=0.164$; $p>0.05$). Namun kemampuan regulasi emosi sendiri mampu memprediksi *career resilience* ($p=0.00$; $p<0.05$). Ketidakmampuan PSS sebagai moderator dapat disebabkan oleh beberapa hal seperti karakteristik individu, kecakapan dalam melakukan pekerjaan, dan juga otonomi pekerjaan.

Keywords: *career resilience*, regulasi emosi, *perceived supervisory support*.

Abstract

This study aims to test perceived supervisor support (PSS) as a moderator variable on the relationship of emotion regulation skill to career resilience of employees in the fast moving customer goods (FMCG) industry sector. The hypothesis proposed in this study is that PSS able to moderate the relationship between the emotion regulation skill and career resilience. The research process used online survey on FMCG company employees. The number of subjects in this study were 236 people. Hypothesis testing used multiple regression linear test. The results showed that PSS could not moderate the relationship between emotional regulation skill and career resilience ($p = 0.164$; $p > 0.05$). in the other hand, the emotional regulation skill can predict career resilience ($p = 0.00$; $p < 0.05$). The inability of PSS as a moderator can be caused by several things such as individual characteristics, task proficiency, and also job autonomy.

Keywords: *career resilience*, emotion regulation ability, *perceived supervisory support*.