

Abstrak

Milenial Indonesia menempatkan keamanan kerja sebagai prioritas, hidup di negara dengan pendapatan ekonomi rendah. Hal ini dapat menciptakan kesenjangan dan memunculkan job insecurity yang tinggi pada generasi milenial. Status karyawan kontrak memperkuat gagasan tingginya job insecurity pada milenial karena berkaitan dengan tidak adanya prospek jangka panjang yang menjanjikan dan stabilitas gaji yang diharapkan. Penelitian ini bertujuan untuk menguji peran career adaptability terhadap job insecurity dengan occupational self-efficacy sebagai mediator. Subjek penelitian adalah karyawan milenial dengan status karyawan kontrak sebanyak 258 orang. Pendekatan penelitian ini adalah kuantitatif korelasional. Hasil analisis mediasi sederhana menunjukkan bahwa occupational self-efficacy memiliki peran mediator yang memperkuat perancareer adaptability terhadap job insecurity karyawan milenial. milenial yang memiliki career adaptability tinggi akan membuat occupational self-efficacy semakin tinggi, yang kemudian akan berpengaruh pada penurunan job insecurity.

Kata kunci: *Career Adaptability, Job Insecurity, Occupational self-efficacy, Generasi Milenial, Karyawan Kontrak*

Abstract

Indonesian millennials place job security as a priority and live in a country with low economic income. This can create gaps and create high job insecurity for the millennial generation. The contract status of employees reinforces the idea of high job insecurity among millennials because it is related to the absence of promising long-term prospects and the expected stability of salaries. This study aims to examine the role of career adaptability to job insecurity with occupational self-efficacy as a mediator. The research subjects were 258 millennial employees with contract status. This research approach is correlational quantitative. The results of simple mediation analysis show that occupational self-efficacy has a mediator role that strengthens the effect of career adaptability on job insecurity for millennial employees. Millennials who have a high career adaptability will make occupational self-efficacy higher, which then will have an effect on decreasing job insecurity.

Keywords: *Career adaptability, Job insecurity, Occupational self-efficacy, Millennial Generation, Contract Employees*