



PERAN PERCEIVED ORGANIZATIONAL SUPPORT DAN JOB CRAFTING TERHADAP KESUKSESAN KARIER SUBJEKTIF PADA GENERASI MILENIAL DI PERUSAHAAN STARTUP

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Abstrak. Kesuksesan karier subjektif adalah evaluasi individu mengenai kepuasan dan keberhasilan akan pekerjaan secara keseluruhan berdasarkan standar yang ditentukan oleh individu itu sendiri. Kesuksesan karier subjektif khususnya pada generasi milenial yang bekerja di perusahaan *startup* merupakan salah satu fokus dalam studi ini. Dalam penelitian ini kesuksesan karier subjektif dilihat melalui peran *perceived organizational support* dan *job crafting*. Tujuan penelitian ini adalah untuk mengetahui peranan *perceived organizational support* dan *job crafting* secara bersama-sama terhadap kesuksesan karier subjektif pada generasi milenial yang bekerja di perusahaan *startup*. Partisipan dalam penelitian ini sebanyak 192 yang merupakan karyawan generasi milenial yang bekerja di perusahaan *startup*. Instrumen penelitian menggunakan skala kesuksesan karier subjektif, *perceived organizational support*, dan *job crafting* yang disebarakan menggunakan *Google Form*. Analisis data dalam penelitian ini menggunakan analisis regresi berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan taraf signifikansi 0,000 artinya *perceived organizational support* dan *job crafting* secara bersama sama memiliki peran positif terhadap kesuksesan karier subjektif, serta sumbangan efektif *perceived organizational support* dan *job crafting* terhadap kesuksesan karier subjektif sebesar 43,9%.

Keyword: *Job crafting*, karyawan generasi milenial, *kesuksesan karier subjektif*, *perceived organizational support*, perusahaan *startup*

Abstract. Subjective career success is an individual's evaluation of overall job satisfaction and success which is based on standards set by the individual himself. Subjective career success, especially for the millennial generation who work in startup companies, is one of the focuses of this study. In this study, subjective career success is seen through the role of perceived organizational support and job crafting. The objective of this study was to determine the simultaneous role of perceived organizational support and job crafting on subjective career success in the millennial generation who worked in startup companies. The participants in this study were 192 employees of the millennial generation who worked in startup companies. The research instrument used subjective career success scale, perceived organizational support, and job crafting which were distributed via Google Form. Data analysis in this study used multiple regression analysis with the help of the SPSS program. The results showed a significance level of 0.000 which means that perceived organizational support and job crafting simultaneously have a positive role on subjective career success, and the effective contribution of perceived organizational support and job crafting on subjective career success is 43.9%.

Keyword: *Job crafting, millennial generation employees, perceived organizational support, startup company, subjective career success*