

ABSTRACT

***The Influence of Self-Efficacy and Perceived Organizational Support on
Career Adaptability
(A Study on Generation Z Nurses at Permata Bunda General Hospital
Tasikmalaya)***

By:

Alfi Alghifani

223402354

Guidance:

Alfin Nur Fahmi Mufreni

Rubiah Sugiarti

This study aims to analyze the influence of self-efficacy and perceived organizational support on career adaptability among Generation Z nurses at Permata Bunda General Hospital Tasikmalaya, both partially and simultaneously, using a quantitative survey method with purposive sampling technique involving 55 Generation Z nurse respondents, where data were collected through a Likert-scale questionnaire and analyzed using multiple linear regression with IBM SPSS Statistics 26. The results indicate that self-efficacy had a significant but negative influence on career adaptability, suggesting that nurses' high confidence in daily technical-clinical competence tends to reduce their motivation to explore career development further; while perceived organizational support had a significant and positive influence on career adaptability, thus the study implies that hospital management should redirect nurses' self-efficacy toward career self-efficacy through goal-setting-based training and career pathway mapping, while strengthening organizational support programs oriented toward the well-being and job satisfaction of Generation Z nurses.

Keywords: *Self-Efficacy, Perceived Organizational Support, Career Adaptability, Generation Z Nurses.*

ABSTRAK

**Pengaruh *Self-Efficacy* dan *Perceived Organizational Support* terhadap
Career Adaptability
(Studi pada Perawat Gen Z di Rumah Sakit Umum Permata Bunda
Tasikmalaya)**

Oleh:

Alfi Alghifani

223402354

Pembimbing:

Alfin Nur Fahmi Mufreni

Rubiah Sugiarti

Penelitian ini bertujuan untuk menganalisis pengaruh *self-efficacy* dan *perceived organizational support* terhadap *career adaptability* pada perawat Gen Z di Rumah Sakit Umum Permata Bunda Tasikmalaya, baik secara parsial maupun simultan, menggunakan metode survei kuantitatif dengan teknik *purposive sampling* yang melibatkan 55 responden perawat Generasi Z, di mana data dikumpulkan melalui kuesioner berskala Likert dan dianalisis menggunakan regresi linier berganda dengan bantuan IBM SPSS Statistics 26. Hasil penelitian menunjukkan bahwa *self-efficacy* berpengaruh signifikan namun negatif terhadap *career adaptability*, mengindikasikan bahwa keyakinan diri perawat yang tinggi pada kompetensi teknis-klinis harian justru mengurangi dorongan mereka untuk mengeksplorasi karier lebih jauh, sementara *perceived organizational support* berpengaruh positif dan signifikan terhadap *career adaptability*, sehingga penelitian ini menyarankan manajemen rumah sakit untuk mengarahkan *self-efficacy* perawat menuju *career self-efficacy* melalui pelatihan berbasis *goal setting* dan pemetaan jalur karier, serta memperkuat program dukungan organisasional yang berorientasi pada kesejahteraan dan kepuasan kerja perawat Gen Z.

Kata Kunci: *Self-Efficacy, Perceived Organizational Support, Career Adaptability, Perawat Gen Z*