

PENGARUH *CAREER ADAPTABILITY* TERHADAP *JOB PERFORMANCE* PADA GEN Z
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INTISARI

Penelitian ini bertujuan untuk menguji pengaruh *Career Adaptability* terhadap *Job Performance* pada Generasi Z di Kabupaten Jember. Menggunakan pendekatan kuantitatif dengan metode regresi linear sederhana, penelitian ini melibatkan 148 individu Gen Z sebagai responden. Pengumpulan data dilakukan dengan menggunakan kuesioner yang diisi secara langsung maupun daring. Instrumen yang digunakan berupa CAAS (*Career Adapt-Ability Scale*) (24 aitem ; $\alpha = 0,873$) dan *Job Performance Scale* (11 aitem ; $\alpha = 0,817$) yang telah dimodifikasi sesuai dengan populasi yang diteliti. Hasil uji hipotesis menunjukkan bahwa *Career Adaptability* tidak berpengaruh terhadap *Job Performance* (sig. 0.817 ; $B = -0,011$; $r^2 = 0,000$). Temuan ini menemukan bahwa mayoritas responden (51%) memiliki tingkat *Career Adaptability* yang rendah, begitu pula dengan *Job Performance* (53%). Gen Z di Jember memiliki *Control* yang tinggi. Faktor lain selain *Career Adaptability* yang lebih berpengaruh terhadap *Job Performance* pada Gen Z di Jember diantaranya *work motivation*, *work behaviour*, dan *leadership*.

Kata Kunci: Adaptabilitas, Gen Z, Job Performance, Kinerja Kerja

1. Peneliti
2. Dosen Pembimbing I
3. Dosen Pembimbing II

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ABSTRACT

This study aims to examine the effect of Career Adaptability on Job Performance among Generation Z in Jember Regency. Using a quantitative approach with a simple linear regression method, the research involved 148 Gen Z individuals as respondents. Data collection was conducted through questionnaires, both in-person and online. The instruments used were the CAAS (Career Adapt-Ability Scale) (24 items; $\alpha = 0.873$) and the Job Performance Scale (11 items; $\alpha = 0.817$), which were modified to fit the studied population. The hypothesis testing results showed that Career Adaptability does not affect Job Performance (sig. 0.817; $B = -0.011$; $r^2 = 0.000$). The findings revealed that the majority of respondents (51%) had a low level of Career Adaptability, as well as Job Performance (53%). Gen Z in Jember demonstrated high levels of Control. Other factors besides Career Adaptability that have a greater influence on Job Performance among Gen Z in Jember include work motivation, work behavior, and leadership..

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