

# **Pengaruh Adaptabilitas Karier terhadap Kesejahteraan Optimal (Flourishing) pada Pekerja Generasi Z di Indonesia = The Influence of Career Adaptability in Flourishing Among Generation Z Workers in Indonesia**

Fauzan Widiarga, author

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## **Abstrak**

Beberapa tahun terakhir, kesejahteraan Generasi Z menjadi fokus di tengah dinamika dunia kerja. Penelitian ini menguji pengaruh adaptabilitas karier terhadap kesejahteraan optimal pada Generasi Z di Indonesia. Sebanyak 163 partisipan berusia 18–30 tahun, berkewarganegaraan Indonesia, dilibatkan melalui kuesioner daring. Adaptabilitas karier diukur dengan Career Adapt-Abilities Scale-Short Form (CAAS-SF), sedangkan kesejahteraan optimal diukur dengan The PERMA-Profiler. Hasil menunjukkan adaptabilitas karier dan dimensinya secara bersama-sama memengaruhi kesejahteraan optimal. Dimensi curiosity dan concern berperan secara signifikan, tetapi dimensi control dan confidence tidak berperan secara signifikan terhadap kesejahteraan optimal pekerja Generasi Z. Hasil penelitian mengindikasikan adaptabilitas karier berkontribusi terhadap kesejahteraan optimal pekerja Generasi Z. Temuan dapat dimanfaatkan untuk memaksimalkan kesejahteraan optimal pada Generasi Z di Indonesia.

.....In recent years, the well-being of Generation Z has gained attention amid workplace dynamics. This study investigates the influence of career adaptability on flourishing among Generation Z in Indonesia. A total of 163 Indonesian participants aged 18–30 years were involved through an online questionnaire. Career adaptability was measured using the Career Adapt-Abilities Scale-Short Form (CAAS-SF), while flourishing was assessed with The PERMA-Profiler. Results indicate that career adaptability and its dimensions collectively predict flourishing. The dimensions of curiosity and concern significantly contribute, whereas control and confidence do not significantly predict flourishing of Generation Z workers. The findings suggest that career adaptability enhances flourishing among Generation Z workers. These results can be utilized to optimize flourishing for Generation Z in Indonesia.