

**HUBUNGAN ANTARA CAREER ADAPTABILITY DAN EMPLOYEE
WELL-BEING : RESILIENSI SEBAGAI MEDIATOR PADA
PEKERJA AVIASI**

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ABSTRAK

Fenomena pandemi Covid-19 telah berdampak pada berbagai sektor industri secara signifikan, tidak terkecuali industri aviasi. Walaupun saat ini keadaan telah membaik, tetapi masa transisi endemi Covid-19 tetap masih menjadi tantangan tersendiri bagi pekerja maupun perusahaan industri aviasi karena berbagai perubahan dapat terjadi sewaktu-waktu dan tidak terduga. Kondisi ini tentunya dapat memengaruhi *employee well-being* para pekerja aviasi. Penelitian ini bertujuan untuk mengetahui peran resiliensi sebagai mediator antara hubungan *career adaptability* dan *employee well-being* pada pekerja aviasi di masa transisi endemi Covid-19. Dalam penelitian ini, digunakan metode penelitian kuantitatif, regresi mediasi, dan teknik *convenience sampling*. Responden penelitian merupakan pekerja aviasi di seluruh Indonesia. Adapun, responden yang berpartisipasi dalam penelitian ini seluruhnya berjumlah 323 responden. Data penelitian dikumpulkan melalui kuesioner yang berisi alat ukur *Employee Well-being Scale* yang dikembangkan oleh Pradhan dan Hati, *Career Adapt-Abilities Scale-Short Form (CAAS-SF)* yang dikembangkan oleh Maggiori, Rossier, & Savickas, dan *Resilience Scale* yang dikembangkan oleh Wagnild dan Young. Analisis regresi mediasi diolah menggunakan *PROCESS V4.0 Procedure for SPSS* oleh Andrew F. Hayes. Hasil penelitian menunjukkan bahwa resiliensi mampu berperan sebagai mediator pada hubungan antara *career adaptability* dan *employee well-being*, dimana peningkatan hubungan antara *career adaptability* dengan *employee well-being* dapat terjadi apabila dimediasi oleh resiliensi terlebih dahulu. Penelitian ini diharapkan dapat menjadi acuan bagi pekerja maupun perusahaan mengenai pentingnya memahami nilai-nilai *employee-well being*, *career adaptability* dan resiliensi, sehingga pekerja mampu beradaptasi dengan cepat, mengatasi berbagai konflik, meningkatkan kinerja, dan mempertahankan *employee well-being*, terutama di tengah kondisi yang tidak menentu dan kurang menguntungkan.

Kata Kunci: *employee well-being, adaptabilitas karier, resiliensi, pandemi Covid-19, industri aviasi*

***THE RELATIONSHIP BETWEEN CAREER ADAPTABILITY AND
EMPLOYEE WELL-BEING: RESILIENCE AS A MEDIATOR IN AVIATION
WORKERS***

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ABSTRACT

The phenomenon of the Covid-19 pandemic has significantly impacted various sectors, including the aviation industry. Although the current situation has been better, the Covid-19 endemic transition period still becomes a challenge for workers and aviation industry companies. This condition certainly affects the employee well-being of aviation workers. This study aims to determine the role of resilience as a mediator in the relationship between career adaptability and employee well-being among aviation workers during the Covid-19 endemic transition period. In this study, quantitative research methods, mediation regression, and convenience sampling techniques were used. Respondents are aviation workers throughout Indonesia. Meanwhile, there were 323 respondents who participated in this study. Research data were collected through a questionnaire containing the Employee Well-being Scale developed by Pradhan and Hati, the Career Adapt-Abilities Scale-Short Form (CAAS-SF) developed by Maggiori, Rossier, & Savickas, and the Resilience Scale developed by Wagnild and Young. Mediation regression analysis was processed using PROCESS V4.0 Procedure for SPSS by Andrew F. Hayes. The results show that resilience can be a mediator in the relationship between career adaptability and employee well-being, which means that an increase in the relationship between career adaptability and employee well-being can occur if it's mediated by resilience previously. This research is expected to be a reference for workers and companies regarding the importance of understanding the values of employee-well being, career adaptability, and resilience, so that workers are able to adapt quickly, overcome various conflicts, improve performance, and maintain employee well-being, especially during the uncertain and unfavorable conditions.

Keywords: *employee well-being, career adaptability, resilience, covid-19 pandemic, aviation industry employees*