ABSTRAK

Taufik Budi Nugroho. 2026. Pengaruh *Technology Readiness, Psychological Capital*, dan *Social Support* terhadap *Career Adaptability* pada Karyawan Generasi Z di Kota Madiun. Pembimbing (I) Dr. Diyah Santi Hariyani, S.E., M.Si., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh *technology readiness, psychological capital*, dan *social support* terhadap *career adaptability* pada karyawan Generasi Z di Kota Madiun. Penelitian menggunakan pendekatan kuantitatif dengan metode survei terhadap 385 responden yang dipilih menggunakan teknik proportionate stratified random sampling. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan regresi linier berganda dengan bantuan IBM SPSS versi 25. Hasil penelitian menunjukkan bahwa *technology readiness, psychological capital*, dan *social support* secara parsial maupun simultan berpengaruh positif dan signifikan terhadap *career adaptability*. Hal ini menunjukkan bahwa kesiapan dalam memanfaatkan teknologi, modal psikologis yang positif, serta dukungan dari keluarga, rekan kerja, dan atasan mampu meningkatkan kemampuan karyawan Generasi Z dalam menghadapi perubahan, transisi, dan tuntutan perkembangan karier. Temuan penelitian ini diharapkan dapat menjadi masukan bagi organisasi dalam menyusun strategi pengembangan sumber daya manusia yang mampu meningkatkan adaptabilitas karier karyawan di era transformasi digital.
Kata kunci: *technology readiness, psychological capital, social support, career adaptability,* Generasi Z.

ABSTRACT

Taufik Budi Nugroho, 2026. *The Influence of Technology Readiness, Psychological Capital, and Social Support on Career Adaptability among Generation Z Employees in Madiun City. Supervisor* (I) Dr. Diyah Santi Hariyani, S.E., M.Si., *Supervisor* (II) Robby Sandhi Dessyarti, S.E., M.M.

This study aims to analyze the influence of technology readiness, psychological capital, and social support on the career adaptability of Generation Z employees in Madiun City. A quantitative approach was employed, utilizing a survey method with 385 respondents selected through proportionate stratified random sampling. Data were collected via questionnaires and analyzed using multiple linear regression with IBM SPSS version 25. The results indicate that technology readiness, psychological capital, and social support—both individually and simultaneously—have a positive and significant effect on career adaptability. This demonstrates that readiness to utilize technology, positive psychological capital, and support from family, colleagues, and supervisors can enhance the ability of Generation Z employees to navigate changes, transitions, and the demands of career development. The findings are expected to provide valuable insights for organizations in formulating human resource development strategies that foster employee career adaptability in the era of digital transformation.

Keywords*: technology readiness, psychological capital, social support, career adaptability, Generation Z.*