

# PERAN MODERASI KOMITMEN ORGANISASIONAL PADA PENGARUH PERSEPSI DUKUNGAN ORGANISASIONAL TERHADAP PROTEAN CAREER PADA GENERASI MILENIAL

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## ABSTRACT

### Abstract

New career management shows that a person's career is not determined by the organization but by employees and focuses more on non-material values, this concept is called protean career. This encourages various consequences for the organization. Organizational management needs to maximize the positive effects that may arise from these changes. This study examines the effect of organizational support on employee career pathways. To find out the mechanism of the relationship between the two, organizational commitment was tested as a moderating variable. The research framework developed in this study was tested using the Structural Equation Modeling (SEM) method. Data were collected using a survey method with a questionnaire. The number of samples in this study were 272 respondents. The findings of this study indicate that perceptions of organizational support have a positive and significant effect on career protean, organizational commitment does not moderate the effect of perceived organizational support on career protean, other interesting findings are explained in the discussion of this study.

Kata Kunci: *protean career, perceived organizational support, organizational commitment.*