

## **ABSTRACT**

*The national oil and gas company is included in an element that cannot be separated from the business process of the national oil and gas company because of its important role in meeting the needs of the community. Indonesian gas companies are involved in exploration and production of natural gas in the country. They drill gas wells and manage gas fields to ensure a stable and sustainable supply. This study aims to examine how competence influences perceptions of career management and career adaptability and its impact on career success in junior engineers and junior process engineers in national oil and gas companies.*

*The method used in this research is quantitative which uses a sample as a representative to answer each statement submitted and uses a questionnaire to collect research data. The determination of the sample was carried out using the census method, in which all members of the population were used as the research sample. A sample of 189 are Junior Engineers and Junior Process Engineers for national oil and gas companies. The research analysis tool used the PLS 3.3 software with the SEM (Structural Equation Modeling) method.*

*The results of the study show that there is a significant influence of competency on perceptions of career management with  $sig. 0.00 < 0.05$ ; there is a significant effect of career adaptability on career success  $sig. 0.006 < 0.05$ ; there is an influence of perceptions of career management on career success  $sig. 0.001 < 0.05$ ; there is a significant effect of competency on career adaptability with  $sig. 0.017 < 0.05$  and there is a significant influence of competence on perceptions of career management  $sig. 0.00 < 0.05$ .*

**Keywords: Competence, Career Adaptability, Career Management Perception, and Career Success.**