

ABSTRACT

The primary objective of this investigation is to analyze the impact of career adaptability on work engagement, with job crafting and job security positioned as mediating variables among Generation Z employed by startups in Jakarta. The prevalence of lower work engagement levels among younger workers underscores the necessity of identifying determinants that can bolster organizational engagement.

This research adopts a quantitative methodology, specifically a survey approach directed at currently employed Generation Z personnel. Data were gathered through the administration of questionnaires, involving a total of 180 respondents. The data underwent analysis utilizing Structural Equation Modeling (SEM) with the Partial Least Squares (PLS) technique. The findings demonstrate that career adaptability exerts a positive and statistically significant effect on work engagement. Furthermore, the analysis of indirect effects shows that job crafting partially mediates the relationship between career adaptability and work engagement. In contrast, job security was not identified as a mediating variable in this relationship.

These results suggest that career adaptability significantly contributes to enhancing work engagement, operating through both direct pathways and proactive work behaviors. Nevertheless, employee perceptions regarding job security do not appear to serve as a mechanism linking career adaptability to work engagement. Furthermore, the findings reveal that career adaptability has a positive effect on both job crafting and job security, job crafting has a positive and significant effect on work engagement, while job security does not have a significant effect on work engagement.

Keywords: *Career Adaptability, Generation Z, Job Crafting, Job Security, SEM-PLS, Startup, Work Engagement.*