

DAFTAR PUSTAKA

- Abu Said, A.-M., Mohd Rasdi, R., Abu Samah, B., Silong, A. D., & Sulaiman, S. (2015). A career success model for academics at Malaysian research universities. *European Journal of Training and Development*, 39(9), 815–835. <https://doi.org/10.1108/EJTD-03-2015-0022>
- Abuzaid, A. N. (2023). Examining the Influence of Perceived Organizational Support on Career Success: An Analysis of the Mediating Role of Work Engagement. *WSEAS TRANSACTIONS ON BUSINESS AND ECONOMICS*, 20, 1871–1884. <https://doi.org/10.37394/23207.2023.20.164>
- Adikoeswanto, D., Nurjanah, S., Mukhtar, S., Eliyana, A., Pratama, A. S., Anggraini, R. D., & Mohd Kamil, N. L. (2024). Fostering voice behavior in correctional institutions: Investigating the role of organizational support and proactive personality. *PLOS ONE*, 19(5), e0303768. <https://doi.org/10.1371/journal.pone.0303768>
- Agrawal, S., & Srivastava, S. (2018). *Organizational Commitment & Career Satisfaction among Women Employees*. 54(1).
- Agustina, T. S., & Muhammad, I. R. (2019). Proactive Personality, Career Success, dan Career Adaptability pada Karyawan PT Kereta Api Indonesia Daop 8 Surabaya. *Business and Finance Journal*, 4(1), 1–14. <https://doi.org/10.33086/bfj.v4i1.1090>
- Al-Ghazali, B. M. (2020). Transformational leadership, career adaptability, job embeddedness and perceived career success: A serial mediation model. *Leadership & Organization Development Journal*, 41(8), 993–1013. <https://doi.org/10.1108/LODJ-10-2019-0455>

- AlShamsi, S. S., Bin Ahmad, K. Z., & Jasimuddin, S. M. (2022). Curiosity, proactive personality, organizational culture and work engagement in the aviation industry in the UAE during Covid-19: A non-probabilistic moderated-mediation model. *Journal of General Management*, 50(2), 150–163. <https://doi.org/10.1177/03063070221141201>
- Alvi, A. K., Jabeen, Z., Jawaidd, A., & Kaur, P. (2020). Relationship of career success and organizational performance through the path of business strategy. *International Journal of Economics, Management and Accounting*, 28(1), 1–33.
- Andriany, D., Lembang, A. D. D., & Ingarianti, T. M. (2023). Peran Perceived Organizational Support Terhadap Subjective Career Success Pada Guru. *Intuisi: Jurnal Psikologi Ilmiah*, 15(2), 1–14.
- Arnold, J. (2007). *Managing careers into the 21st century* (reprinted). Chapman.
- Arthur, M. B., Hall, D. T., & Lawrence, B. S. (1989). Generating new directions in career theory: The case for a transdisciplinary approach. In M. B. Arthur, D. T. Hall, & B. S. Lawrence (Eds.), *Handbook of Career Theory* (1st ed., pp. 7–25). Cambridge University Press. <https://doi.org/10.1017/CBO9780511625459.003>
- Arthur, M. B., Khapova, S. N., & Wilderom, C. P. M. (2005). Career success in a boundaryless career world. *Journal of Organizational Behavior*, 26(2), 177–202. <https://doi.org/10.1002/job.290>
- Aziz, N. M. A., Abdul Wahab, S. R., Shaari, R., Sarip, A., & Mohd Arif, L. S. (2024). The Effect of Psychological Empowerment on The Relationship Between Perceived Organizational Support and Career Satisfaction at

- Manufacturing Sector in Johor. *Sage Open*, 14(1), 21582440231221131.
<https://doi.org/10.1177/21582440231221131>
- Azizah, N. (2021). SUPERVISI AKADEMIK SEBAGAI USAHA PENINGKATAN KINERJA GURU DALAM PEMBELAJARAN DARING DI SDN KALIBANTENG KIDUL 02 SEMARANG. *Jurnal Inovasi Pembelajaran di Sekolah*, 2(2), 180–194.
<https://doi.org/10.51874/jips.v2i2.26>
- Bagozzi, R. P. (1992). The Self-Regulation of Attitudes, Intentions, and Behavior. *Social Psychology Quarterly*, 55(2), 178. <https://doi.org/10.2307/2786945>
- Bai, Y., Wang, Z., Alam, M., Gul, F., & Wang, Y. (2022). The Impact of Authentic Leadership on Innovative Work Behavior: Mediating Roles of Proactive Personality and Employee Engagement. *Frontiers in Psychology*, 13, 879176. <https://doi.org/10.3389/fpsyg.2022.879176>
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *Career Development International*, 13(3).
<https://doi.org/10.1108/13620430810870476>
- Baran, B. E., Shanock, L. R., & Miller, L. R. (2012). Advancing Organizational Support Theory into the Twenty-First Century World of Work. *Journal of Business and Psychology*, 27(2), 123–147. <https://doi.org/10.1007/s10869-011-9236-3>
- Bateman, T. S., & Crant, J. M. (1993). The proactive component of organizational behavior: A measure and correlates. *Journal of Organizational Behavior*, 14(2), 103–118. <https://doi.org/10.1002/job.4030140202>

- Bhaskar, A. U., & Mishra, B. (2019). Putting workplace spirituality in context: Examining its role in enhancing career satisfaction and reducing turnover intentions with perceived organizational support as an antecedent. *Personnel Review*, 48(7), 1848–1865. <https://doi.org/10.1108/PR-08-2018-0305>
- Bhatti, M. A., Alshagawi, M., & Syah Juhari, A. (2018). Mediating the role of work engagement between personal resources (self-efficacy, the big five model) and nurses' job performance. *International Journal of Human Rights in Healthcare*, 11(3), 176–191. <https://doi.org/10.1108/IJHRH-10-2017-0056>
- Bhatti, M. A., Juhari, A. S., Piaralal, S. K., & Piaralal, N. K. (2017a). Knowledge Workers Job Performance: An examination of Career Values, Perceived Organizational Support and Career Satisfaction. *Business and Management Horizons*, 5(2), 13. <https://doi.org/10.5296/bmh.v5i2.12138>
- Bhatti, M. A., Juhari, A. S., Piaralal, S. K., & Piaralal, N. K. (2017b). Knowledge Workers Job Performance: An examination of Career Values, Perceived Organizational Support and Career Satisfaction. *Business and Management Horizons*, 5(2), 13. <https://doi.org/10.5296/bmh.v5i2.12138>
- Blau, P. M. (1976). Exchange And Power In Social Life. *United States of America John Wiley & Sons, Inc.*, (Second Printing).
- Bo, S., & Zi-Jing, Z. (2014). *Proactive Personality and Career Success: A Person-organization Fit Perspective*: 2014 International Conference on Economic Management and Trade Cooperation (EMTC 2014). <https://doi.org/10.2991/emtc-14.2014.4>

- Borghans, L., Duckworth, A. L., & Heckman, J. J. (2008). *The Economics and Psychology of Personality Traits*.
- Casteel, A., & Bridier, N. L. (2021). *Describing Populations and Samples in Doctoral Student Research*.
- Cesário, F., & Chambel, M. J. (2017). Linking Organizational Commitment and Work Engagement to Employee Performance. *Knowledge and Process Management*, 24(2), 152–158. <https://doi.org/10.1002/kpm.1542>
- Chen, Q., & Liu, Z. (2022). Hospitality's ethical values and unethical employee behaviour: The mediating roles of work values and the moderating role of perceived organisational support. *Frontiers in Psychology*, 13, 1063797. <https://doi.org/10.3389/fpsyg.2022.1063797>
- Chen, Q., Yang, S., Deng, J., Lu, L., & He, J. (2021). Relationships Among Leaders' and Followers' Work Engagement and Followers' Subjective Career Success: A Multilevel Approach. *Frontiers in Psychology*, 12, 634350. <https://doi.org/10.3389/fpsyg.2021.634350>
- Cheng, Y., Otto, K., & Nudelman, G. (2024). Understanding the Relationship Between Just World Belief and Career Success: The Role of Work Engagement. *Basic and Applied Social Psychology*, 46(5), 353–362. <https://doi.org/10.1080/01973533.2024.2374407>
- Chong, S., Van Dyne, L., Kim, Y. J., & Oh, J. K. (2021). Drive and Direction: Empathy with Intended Targets Moderates the Proactive Personality–Job Performance Relationship via Work Engagement. *Applied Psychology*, 70(2), 575–605. <https://doi.org/10.1111/apps.12240>

- Chughtai, A. A. (2023). Can trusting individuals achieve career success? *Management Research Review*, 46(11), 1604–1618. <https://doi.org/10.1108/MRR-08-2022-0600>
- Collier, J. (2020). *Applied structural equation modeling using AMOS: Basic to advanced techniques*. Routledge.
- Crisan, E. L. (2022). Academics career success: The impact of organizational context and individual variables. *Rajagiri Management Journal*, 16(2), 90–104. <https://doi.org/10.1108/RAMJ-11-2020-0065>
- Dai, K., & Wang, Y. (2023). Investigating the interplay of Chinese EFL teachers' proactive personality, flow, and work engagement. *Journal of Multilingual and Multicultural Development*, 1–15. <https://doi.org/10.1080/01434632.2023.2174128>
- Damanik, C. M., Widjaja, F. I., Tafonao, T., Evimalinda, R., Lahagu, A., Hartono, H., Teologi, P., Teologi, P., & Pak, P. (2021). Peningkatan Kemampuan Para Dosen dalam Melakukan Tridharma sebagai Syarat Menuju Standar Pendidikan Keagamaan yang Unggul di Sekolah Tinggi Teologi Bethel Medan. 1(2).
- Damayanti, E., Dewi, E. M. P., Gunawan H.Z, A., Ramdhani, P. P., & Halima, A. (2021). Peran Pelatihan Perencanaan Dan Pengelolaan Karir Dan Jabatan Akademik Terhadap Sikap Dosen Dalam Kenaikan Pangkat. *KHIDMAH: Jurnal Pengabdian kepada Masyarakat*, 1(2), 1–16. <https://doi.org/10.24252/khidmah.v1i2.21212>
- Darling-Hammond, L., & Cook-Harvey, C. (2018). Educating the Whole Child: Improving School Climate to Support Student Success. *Learning Policy*

Institute, (Query date: 2024-05-13 15:10:47).
<https://eric.ed.gov/?id=ED606462>

Debus, M. E., Ingold, P. V., Gross, C., & Bolino, M. C. (2024). Reaching the Top? Profiles of Impression Management and Career Success. *Journal of Business and Psychology*, 39(6), 1283–1301.
<https://doi.org/10.1007/s10869-024-09954-7>

Dose, E., Desrumaux, P., & Bernaud, J. (2019). Effects of Perceived Organizational Support on Objective and Subjective Career Success via Need Satisfaction: A Study Among French Psychologists. *Journal of Employment Counseling*, 56(4), 144–163. <https://doi.org/10.1002/joec.12130>

Eckhaus, E., & Davidovitch, N. (2020). Academic Rank and Position Effect on Academic Research Output – A Case Study of Ariel University. *International Journal of Higher Education*, 10(1), 295.
<https://doi.org/10.5430/ijhe.v10n1p295>

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500.

Elmas-Atay, S. (2017). *Work Values Fit and Subjective Career Success: The Moderating Role of Work Engagement*. 7(3).

Eroğlu, K., Bekmezci, M., & Orçanlı, K. (2020). The Mediating Effect of Subjective Career Success in the Impact of Perceived Organizational Support on the Intention to Remain. *Open Journal of Business and Management*, 08(05), 2205–2225.
<https://doi.org/10.4236/ojbm.2020.85135>

- Faiz Rasool, S., Almas, T., Afzal, F., & Mohelska, H. (2024). Inclusion of JD-R Theory Perspective to Enhance Employee Engagement. *Sage Open*, 14(1), 21582440231220207. <https://doi.org/10.1177/21582440231220207>
- Farla, W., Perizade, B., Zunaidah, & Andriana, I. (2022). *Career Success: Analysis of The Dimensions*: 7th Sriwijaya Economics, Accounting, and Business Conference (SEABC 2021). <https://doi.org/10.2991/aebmr.k.220304.033>
- Fiernaningsih, N., Herijanto, P., & Widayani, A. (2023). Role of innovative work behavior of vocational lecturer in Indonesia. *Knowledge and Performance Management*, 7(1), 104–114. [https://doi.org/10.21511/kpm.07\(1\).2023.08](https://doi.org/10.21511/kpm.07(1).2023.08)
- Fornell, C., & Larcker, D. F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. *Journal of Marketing Research*, 18(1), 39. <https://doi.org/10.2307/3151312>
- Fuller, C. M., Simmering, M. J., Atinc, G., Atinc, Y., & Babin, B. J. (2016). Common methods variance detection in business research. *Journal of Business Research*, 69(8), 3192–3198. <https://doi.org/10.1016/j.jbusres.2015.12.008>
- Gottens, L. B. D., Carvalho, E. M. P. D., Guilhem, D., & Pires, M. R. G. M. (2018). Good practices in normal childbirth: Reliability analysis of an instrument by Cronbach's Alpha. *Revista Latino-Americana de Enfermagem*, 26(0). <https://doi.org/10.1590/1518-8345.2234.3000>
- Greenhaus, J. H., Parasuraman, S., & Wormley, W. M. (1990a). EFFECTS OF RACE ON ORGANIZATIONAL EXPERIENCE, JOB PERFORMANCE EVALUATIONS, AND CAREER OUTCOMES. *Academy of Management Journal*, 33(1), 64–86. <https://doi.org/10.2307/256352>

- Greenhaus, J. H., Parasuraman, S., & Wormley, W. M. (1990b). EFFECTS OF RACE ON ORGANIZATIONAL EXPERIENCE, JOB PERFORMANCE EVALUATIONS, AND CAREER OUTCOMES. *Academy of Management Journal*, 33(1), 64–86. <https://doi.org/10.2307/256352>
- Hadi, P., & JOHAN, A. (2023). The Effect of Perceived Organizational Support on Career Commitment: The Mediating Role of Work Engagement. *Quality-Access to Success*, 24(196). <https://doi.org/10.47750/QAS/24.196.20>
- Hadi, P., & Johan, A. (2023). The Effect of Perceived Organizational Support on Career Commitment: The Mediating Role of Work Engagement. *QUALITY Access to Success*, 24(196), 148–155. <https://doi.org/10.47750/QAS/24.196.20>
- Hair, J. F. (2019a). *Multivariate data analysis* (Eighth edition). Cengage.
- Hair, J. F. (2019b). *Multivariate data analysis* (Eighth edition). Cengage.
- Hair JR, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis*.
- Heckman, J. J., & Kautz, T. (2012). Hard evidence on soft skills. *Labour Economics*, 19(4), 451–464. <https://doi.org/10.1016/j.labeco.2012.05.014>
- Heslin, P. A. (2005). Conceptualizing and evaluating career success. *Journal of Organizational Behavior*, 26(2), 113–136. <https://doi.org/10.1002/job.270>
- Hidayat, S., Febrianto, Z., Eliyana, A., Purwotedi, U., Anggraini, R. D., Emur, A. P., & Zahar, M. (2023). Proactive personality and organizational support in television industry: Their roles in creativity. *PLOS ONE*, 18(1), e0280003. <https://doi.org/10.1371/journal.pone.0280003>

- Hidayat, T., & Fitria, Y. (2025). The Influence of Perceived Organizational Support on Subjective Career Success with Career Adaptability as a Mediating Variable on Employees of The Finance Department and Human Resources Department of PT. Semen Padang. *Journal of Management and Administration Provision*, 5(3), 538–550. <https://doi.org/10.55885/jmap.v5i3.768>
- Homans, G. C. (1958). Social Behavior as Exchange. *American Journal of Sociology*, 63(6), 597–606. <https://doi.org/10.1086/222355>
- Ikhran, A. A., & Dewi, A. R. S. (2018). *The Influence Of Proactive Personality On Career Success Through Political Influence Behavior Of Employees Pt. Bank Sulselbar*. 7(4).
- Imran, M., Elahi, N., Abid, G., Ashfaq, F., & ... (2020). Impact of perceived organizational support on work engagement: Mediating mechanism of thriving and flourishing. *Journal of Open Innovation ...*, (Query date: 2024-05-13 15:10:47). <https://www.mdpi.com/2199-8531/6/3/82>
- Imran, M. Y., Elahi, N. S., Abid, G., Ashfaq, F., & Ilyas, S. (2020a). Impact of Perceived Organizational Support on Work Engagement: Mediating Mechanism of Thriving and Flourishing. *Journal of Open Innovation: Technology, Market, and Complexity*, 6(3), 82. <https://doi.org/10.3390/joitmc6030082>
- Imran, M. Y., Elahi, N. S., Abid, G., Ashfaq, F., & Ilyas, S. (2020b). Impact of Perceived Organizational Support on Work Engagement: Mediating Mechanism of Thriving and Flourishing. *Journal of Open Innovation:*

Technology, Market, and Complexity, 6(3), 82.
<https://doi.org/10.3390/joitmc6030082>

Inam, A., Ho, J. A., Zafar, H., Khan, U., Sheikh, A. A., & Najam, U. (2021). Fostering Creativity and Work Engagement Through Perceived Organizational Support: The Interactive Role of Stressors. *SAGE Open*, 11(3), 215824402110469. <https://doi.org/10.1177/21582440211046937>

Ingarianti, T. M., Suhariadi, F., Fajrianti, F., & Kristiana, I. F. (2022). The Effect of Antecedents of Teachers' Subjective Career Success. *International Journal of Environmental Research and Public Health*, 19(17), 11121. <https://doi.org/10.3390/ijerph191711121>

Jawahar, I. M., & Liu, Y. (2016). Proactive personality and citizenship performance: The mediating role of career satisfaction and the moderating role of political skill. *Career Development International*, 21(4), 378–401. <https://doi.org/10.1108/CDI-02-2015-0022>

Jawahar, I. M., & Liu, Y. (2017a). Why Are Proactive People More Satisfied With Their Job, Career, and Life? An Examination of the Role of Work Engagement. *Journal of Career Development*, 44(4), 344–358. <https://doi.org/10.1177/0894845316656070>

Jawahar, I. M., & Liu, Y. (2017b). Why Are Proactive People More Satisfied With Their Job, Career, and Life? An Examination of the Role of Work Engagement. *Journal of Career Development*, 44(4), 344–358. <https://doi.org/10.1177/0894845316656070>

Jia, Q., & Yuan, H. (2025a). The impact of proactive personality and needs-supplies fit on the career success of pediatric healthcare workers. *BMC Health*

Services Research, 25(1), 345. <https://doi.org/10.1186/s12913-025-12485-3>

Jia, Q., & Yuan, H. (2025b). The impact of proactive personality and needs-supplies fit on the career success of pediatric healthcare workers. *BMC Health Services Research*, 25(1), 345. <https://doi.org/10.1186/s12913-025-12485-3>

Jia, Q., & Yuan, H. (2025c). The impact of proactive personality and needs-supplies fit on the career success of pediatric healthcare workers. *BMC Health Services Research*. <https://doi.org/https://doi.org/10.1186/s12913-025-12485-3>

Jiahuan, Z., Xiaohan, J., Zhanjie, L., Xin, Y., Dandan, C., & Zhi, Z. (2023). An Empirical Study on the Relationship Between Organisational Support and Unethical Pro-organisational Behaviour of Medical Staff: The Mediation of Organisational Identification. <https://doi.org/10.21203/rs.3.rs-3065480/v1>

Jinbei, L., Arshad, M. A., & Qilin, M. (2025). Examining the Relationship between Perceived Organizational Support and Career Success: A Comprehensive Review. *International Journal of Academic Research in Business and Social Sciences*, 15(2), Pages 195-209. <https://doi.org/10.6007/IJARBSS/v15-i2/24535>

Jolly, P. M., McDowell, C., Dawson, M., & Abbott, J. (2021). Pay and benefit satisfaction, perceived organizational support, and turnover intentions: The moderating role of job variety. *International Journal of Hospitality Management*, 95, 102921.

- Joo, B. (Brian), & Ready, K. J. (2012). Career satisfaction: The influences of proactive personality, performance goal orientation, organizational learning culture, and leader-member exchange quality. *Career Development International*, 17(3), 276–295. <https://doi.org/10.1108/13620431211241090>
- Joo, B.-K., & Lee, I. (2017a). Workplace happiness: Work engagement, career satisfaction, and subjective well-being. *Evidence-Based HRM: A Global Forum for Empirical Scholarship*, 5(2), 206–221. <https://doi.org/10.1108/EBHRM-04-2015-0011>
- Joo, B.-K., & Lee, I. (2017b). Workplace happiness: Work engagement, career satisfaction, and subjective well-being. *Evidence-Based HRM: A Global Forum for Empirical Scholarship*, 5(2), 206–221. <https://doi.org/10.1108/EBHRM-04-2015-0011>
- Jordan, P. J., & Troth, A. C. (2020). Common method bias in applied settings: The dilemma of researching in organizations. *Australian Journal of Management*, 45(1), 3–14.
- Jro Mangku Deny Saputra, I Gede Riana, Made Surya Putra, & Ida Bagus Ketut Surya. (2023). Perceived organizational support, work engagement, and employee well-Being. *World Journal of Advanced Research and Reviews*, 19(3), 1154–1164. <https://doi.org/10.30574/wjarr.2023.19.3.1925>
- Judge, T. A., Cable, D. M., Boudreau, J. W., & Bretz, R. D. (1995). AN EMPIRICAL INVESTIGATION OF THE PREDICTORS OF EXECUTIVE CAREER SUCCESS. *Personnel Psychology*, 48(3), 485–519. <https://doi.org/10.1111/j.1744-6570.1995.tb01767.x>

- Kahn, W. A. (1990a). Psychological Conditions of Personal Engagement and Disengagement at Work. *The Academy of Management Journal*, 33(4), 692–724. JSTOR. <https://doi.org/10.2307/256287>
- Kahn, W. A. (1990b). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>
- Kaya, B., & Karatepe, O. M. (2020a). Does servant leadership better explain work engagement, career satisfaction and adaptive performance than authentic leadership? *International Journal of Contemporary Hospitality Management*, 32(6), 2075–2095. <https://doi.org/10.1108/IJCHM-05-2019-0438>
- Kaya, B., & Karatepe, O. M. (2020b). Does servant leadership better explain work engagement, career satisfaction and adaptive performance than authentic leadership? *International Journal of Contemporary Hospitality Management*, 32(6), 2075–2095. <https://doi.org/10.1108/IJCHM-05-2019-0438>
- Kell, H. J., Robbins, S. B., Su, R., & Brenneman, M. (2018). A Psychological Approach to Human Capital. *ETS Research Report Series*, 2018(1), 1–23. <https://doi.org/10.1002/ets2.12218>
- Koekemoer, E., Olckers, C., & Nel, C. (2020). Work–family enrichment, job satisfaction, and work engagement: The mediating role of subjective career success. *Australian Journal of Psychology*, 72(4), 347–358. <https://doi.org/10.1111/ajpy.12290>

- Kunto, S. A. (2010). *Prosedur penelitian suatu pendekatan praktek. Jakarta: Rineka Cipta.*
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- Kusuma, R. J., & Yulianti, P. (2019). Pengaruh Proactive Personality dan Organizational Support for Career Development terhadap Career Success melalui Career Commitment yang Dimoderasi oleh Self-Efficacy (Studi pada PT Bogasari ISM Flour Mills Tbk. Surabaya). *Business and Finance Journal*, 4(1), 49–64. <https://doi.org/10.33086/bfj.v4i1.1096>
- Lan, T., Chen, M., Zeng, X., & Liu, T. (2020). The Influence of Job and Individual Resources on Work Engagement Among Chinese Police Officers: A Moderated Mediation Model. *Frontiers in Psychology*, 11, 497. <https://doi.org/10.3389/fpsyg.2020.00497>
- Lee, K.-J., Yun, Y.-J., & Kim, E.-Y. (2019). Political skills and career success of R&D personnel: A comparative mediation analysis between perceived supervisor support and perceived organisational support. *Technology Analysis & Strategic Management*, 31(11), 1270–1282. <https://doi.org/10.1080/09537325.2019.1605051>
- Lee, S., & Bozeman, B. (2005). The Impact of Research Collaboration on Scientific Productivity. *Social Studies of Science*, 35(5), 673–702. <https://doi.org/10.1177/0306312705052359>

- Lee, S. E., & Shin, G. (2023). The Effect of Perceived Organizational and Supervisory Support on Employee Engagement During COVID-19 Crises: Mediating Effect of Work-Life Balance Policy. *Public Personnel Management*, 52(3), 401–428.
<https://doi.org/10.1177/00910260231171395>
- Lee, Y., Kwon, K., Kim, W., & Cho, D. (2016). Work Engagement and Career: Proposing Research Agendas Through a Review of Literature. *Human Resource Development Review*, 15(1), 29–54.
<https://doi.org/10.1177/1534484316628356>
- Lent, R., & Brown, S. (2019). Social cognitive career theory at 25: Empirical status of the interest, choice, and performance models. *Journal of Vocational Behavior*, (Query date: 2024-05-13 15:10:47).
<https://www.sciencedirect.com/science/article/pii/S0001879119300806>
- Lent, R. W., & Brown, S. D. (2006). Integrating person and situation perspectives on work satisfaction: A social-cognitive view. *Journal of Vocational Behavior*, 69(2), 236–247. <https://doi.org/10.1016/j.jvb.2006.02.006>
- Li, M., Yang, F., & Akhtar, M. W. (2022). Responsible Leadership Effect on Career Success: The Role of Work Engagement and Self-Enhancement Motives in the Education Sector. *Frontiers in Psychology*, 13, 888386.
<https://doi.org/10.3389/fpsyg.2022.888386>
- Lin, S.-H., Lu, W.-C., Chen, Y.-C., & Wu, M.-H. (2022). The Relationships among Proactive Personality, Work Engagement, and Perceived Work Competence in Sports Coaches: The Moderating Role of Perceived Supervisor Support.

- International Journal of Environmental Research and Public Health*, 19(19), 12707. <https://doi.org/10.3390/ijerph191912707>
- Liu, J., & Liu, Y. (2016). Perceived organizational support and intention to remain: The mediating roles of career success and self-esteem. *International Journal of Nursing Practice*, 22(2), 205–214. <https://doi.org/10.1111/ijn.12416>
- Lo Presti, A., Magrin, M. E., & Ingusci, E. (2020). Employability as a compass for career success: A time-lagged test of a causal model. *International Journal of Training and Development*, 24(4), 301–320. <https://doi.org/10.1111/ijtd.12198>
- Lukito, C. D. R. (2020). Determinasi Kepribadian Proaktif Terhadap Kesuksesan Karir Melalui Leader Member Exchange. *Jurnal Ilmu Manajemen*, 8(1).
- Ma, G., Zhu, X., Ma, B., & Lassleben, H. (2024). Employee Proactive Personality and Career Growth: The Role of Proactive Behavior and Leader Proactive Personality. *Behavioral Sciences*, 14(3), 256. <https://doi.org/10.3390/bs14030256>
- Ma, Y., Bennett, D., & Donald, W. E. (2025). Navigating the storm: Understanding the impact of a COVID-19-induced negative career shock on career success and life satisfaction in China. *Journal of Work-Applied Management*. <https://doi.org/10.1108/JWAM-06-2024-0070>
- Mer, A., Viridi, A. S., & Sengupta, S. (2023). Unleashing the Antecedents and Consequences of Work Engagement in NGOs through the Lens of JD-R Model: Empirical Evidence from India. *VOLUNTAS: International Journal*

of *Voluntary and Nonprofit Organizations*, 34(4), 721–733.
<https://doi.org/10.1007/s11266-022-00503-5>

Meria, L., Yohana, C., & Purwohedi, U. (2023). Enhancing lecturer readiness to change: The mediation role of work engagement. *Cogent Business & Management*, 10(3), 2290616.
<https://doi.org/10.1080/23311975.2023.2290616>

Mobeen, I., Shahzaib, A., Shahzad, K., & Khan, Q. I. (2022). Proactive Personality as Mediating variable between Career Skills, Servant Leadership and Subjective Career Success of Working Women: A Study from Private Sector Universities of Pakistan. *Sustainable Business and Society in Emerging Economies*, 4(2), 365–376.
<https://doi.org/10.26710/sbsee.v4i2.2355>

Moon, J. S., & Choi, S. B. (2017). The Impact of Career Management on Organizational Commitment and the Mediating Role of Subjective Career Success: The Case of Korean R&D Employees. *Journal of Career Development*, 44(3), 191–208. <https://doi.org/10.1177/0894845316643829>

Mufarrikhah, J. L., Yuniardi, M. S., & Syakarofath, N. A. (2020). Peran Perceived Organizational Support terhadap Work Engagement Karyawan. *Gadjah Mada Journal of Psychology (GamaJoP)*, 6(2).
<https://doi.org/10.22146/gamajop.56396>

Murthy, D. R. K. (2017). *Perceived organizational support and work engagement*.

Musenze, I. A., Mayende, T. S., Wampande, A. J., Kasango, J., & Emojong, O. R. (2021). Mechanism between perceived organizational support and work engagement: Explanatory role of self-efficacy. *Journal of Economic and*

Administrative Sciences, 37(4), 471–495. <https://doi.org/10.1108/JEAS-02-2020-0016>

Naseer, M., Mahmood, A., & Kanwal, S. (2015). *Impact of career success on organizational performance: A study of health care sector*. <https://api.semanticscholar.org/CorpusID:210129992>

Nazir, M. (2011). *Metode penelitian, Bogor: Ghalia Indonesia, cet. Ke-7*.

Nexhip, A., Riley, M., & Robinson, K. (2025). Defining career success: A cross-sectional analysis of health information managers' perceptions. *Health Information Management Journal*, 54(1), 34–42. <https://doi.org/10.1177/18333583231184903>

Ngo, H.-Y., & Hui, L. (2018). Individual Orientations and Career Satisfaction: The Mediating Roles of Work Engagement and Self-Efficacy. *Journal of Career Development*, 45(5), 425–439. <https://doi.org/10.1177/0894845317706759>

Nurdin, I., & Hartati, S. (2019). *Metodologi penelitian sosial*. Media Sahabat Cendekia.

Ocampo, A. C. G., Restubog, S. L. D., Liwag, M. E., Wang, L., & Petelczyc, C. (2018). My spouse is my strength: Interactive effects of perceived organizational and spousal support in predicting career adaptability and career outcomes. *Journal of Vocational Behavior*, 108, 165–177. <https://doi.org/10.1016/j.jvb.2018.08.001>

Omondi, A. A. (2020). Effect of Organizational Sponsorship, Career Management Behaviour and Proactive Personality in Predicting Managers' Subjective Career Success. *International Journal of Human Resource Studies*, 10(4), 208. <https://doi.org/10.5296/ijhrs.v10i4.17915>

- Oubibi, M., Fute, A., Xiao, W., Sun, B., & Zhou, Y. (2022a). Perceived Organizational Support and Career Satisfaction among Chinese Teachers: The Mediation Effects of Job Crafting and Work Engagement during COVID-19. *Sustainability*, 14(2), 623. <https://doi.org/10.3390/su14020623>
- Oubibi, M., Fute, A., Xiao, W., Sun, B., & Zhou, Y. (2022b). Perceived Organizational Support and Career Satisfaction among Chinese Teachers: The Mediation Effects of Job Crafting and Work Engagement during COVID-19. *Sustainability*, 14(2), 623. <https://doi.org/10.3390/su14020623>
- Pap, Z., Vîrgă, D., & Lupşa, D. (2022). Bringing our best selves to work: Proactive vitality management and strengths use predicting daily engagement in interaction. *Frontiers in Psychology*, 13, 1015397. <https://doi.org/10.3389/fpsyg.2022.1015397>
- Park, J., & Kim, J. (2024). The Relationship between Perceived Organizational Support, Work Engagement, Organizational Citizenship Behavior, and Customer Orientation in the Public Sports Organizations Context. *Behavioral Sciences*, 14(3), 153. <https://doi.org/10.3390/bs14030153>
- Philip, J. (2023). A multi-study approach to examine the interplay of proactive personality and political skill in job crafting. *Journal of Management & Organization*, 29(2), 207–226. <https://doi.org/10.1017/jmo.2021.1>
- Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88(5), 879.

- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63(1), 539–569.
- Power, S. J. (2006). *The Mid-Career Success Guide: Planning for the Second Half of Your Working Life* (1st ed.). Praeger.
<https://doi.org/10.5040/9798400685354>
- Prasetyo, P., Kusmaningtyas, A., & Nugroho, R. (2021). Effect of Job Involvement on Employee Performance through Work Engagement at Bank Jatim. *Universal Journal of Management*, 9(2), 29–37.
<https://doi.org/10.13189/ujm.2021.090201>
- Rahadi, C., Syahrul, L., & Lukito, H. (2024). *The Influence of Career Development and Perceived Organizational Support on Subjective Career Success: The Mediating Role of Career Commitment*. 6(4), 545–561.
<https://doi.org/https://doi.org/10.24256/kharaj.v6i4.6436>
- Rahmawati, S., & Maharani Tyas Budi Hapsari. (2025). Perceived Organizational Support as a Driver of Work Engagement: Correlation Analysis in Staff Employees. *Psikoborneo: Jurnal Ilmiah Psikologi*, 13(1), 67–74.
<https://doi.org/http://dx.doi.org/10.30872/psikoborneo.v13i1>
- Rati, R., & Asri Zona, M. (2024). Perceived Organizational Support (POS) terhadap Work Engagement: Peran Mediasi Psychological Safety pada Karyawan PT. Bank Nagari Kantor Pusat. *Jurnal Manajemen*.
- Rianto, L., Agustina, I., Alfian, S. D., Iskandarsyah, A., Pradipta, I. S., & Abdulah, R. (2024). Development and validation of a structured questionnaire for assessing risk factors of medication non-adherence among pulmonary

- tuberculosis patients in Indonesia. *Frontiers in Pharmacology*, 14, 1257353.
<https://doi.org/10.3389/fphar.2023.1257353>
- Robbins, S. P., & Judge, T. (2019). *Organizational behavior* (18th edition). Pearson.
- Rockstuhl, T., Eisenberger, R., Shore, L. M., Kurtessis, J. N., Ford, M. T., Buffardi, L. C., & Mesdaghinia, S. (2024). Perceived organizational support (POS) across 54 nations. *Journal of International Business Studies*.
- Russo, M., Guo, L., & Baruch, Y. (2014). Work attitudes, career success and health: Evidence from China. *Journal of Vocational Behavior*, 84(3), 248–258.
<https://doi.org/10.1016/j.jvb.2014.01.009>
- Saks, A. M. (2006). Antecedents And Consequences Of Employee Engagement. *Journal of Managerial Psychology*, 21(7).
- Santos, G. G. (2016). Career barriers influencing career success: A focus on academics' perceptions and experiences. *Career Development International*, 21(1), 60–84. <https://doi.org/10.1108/CDI-03-2015-0035>
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The Measurement of Work Engagement With a Short Questionnaire: A Cross-National Study. *Educational and Psychological Measurement*, 66(4), 701–716.
<https://doi.org/10.1177/0013164405282471>
- Schumacker, R. E., & Lomax, R. G. (1996). *A beginner's guide to structural equation modeling*. (pp. xvi, 288). Lawrence Erlbaum Associates, Inc.
- Seibert, S. E., Crant, J. M., & Kraimer, M. L. (1999). Proactive personality and career success. *Journal of Applied Psychology*, 84(3), 416–427.
<https://doi.org/10.1037/0021-9010.84.3.416>

Seibert, S. E., Grant, J. M., & Kraimer, M. L. (1999). *Proactive Personality and Career Success*.

Seibert, S. E., Kraimer, M. L., & Crant, J. M. (2001). WHAT DO PROACTIVE PEOPLE DO? A LONGITUDINAL MODEL LINKING PROACTIVE PERSONALITY AND CAREER SUCCESS. *Personnel Psychology*, 54(4), 845–874. <https://doi.org/10.1111/j.1744-6570.2001.tb00234.x>

Sekaran, U., & Bougie, R. (2016). *Research Methods for Business*. 447.

Sherif, K., Nan, N., & Brice, J. (2020). Career success in academia. *Career Development International*, 25(6), 597–616. <https://doi.org/10.1108/CDI-09-2019-0232>

Sheu, H.-B., Lent, R. W., Brown, S. D., Miller, M. J., Hennessy, K. D., & Duffy, R. D. (2010). Testing the choice model of social cognitive career theory across Holland themes: A meta-analytic path analysis. *Journal of Vocational Behavior*, 76(2), 252–264. <https://doi.org/10.1016/j.jvb.2009.10.015>

Siwi, T. P. U. (2020). DUKUNGAN ORGANISASI DAN PENGARUHNYA TERHADAP SUKSES KARIR OBJEKTIF. *Jurnal Ilmiah Manajemen Terminal Informasi Ilmiah*, 09, 119–129.

Solimun, M. (2002). *Structural Equation Modelling (SEM) Lisrel dan Amos*. Malang: Fakultas MIPA Universitas Brawijaya.

Spurk, D., Abele, A. E., & Volmer, J. (2011). The Career Satisfaction Scale: Longitudinal measurement invariance and latent growth analysis: Career Satisfaction Scale. *Journal of Occupational and Organizational*

Psychology, 84(2), 315–326. <https://doi.org/10.1111/j.2044-8325.2011.02028.x>

Spurk, D., Hirschi, A., & Dries, N. (2019). Antecedents and outcomes of objective versus subjective career success: Competing perspectives and future directions. *Journal of Management*, (Query date: 2024-05-13 15:10:47). <https://doi.org/10.1177/0149206318786563>

Spurk, D., Volmer, J., Hagmaier, T., & Kauffeld, S. (2013). Why are proactive people more successful in their careers? The role of career adaptability in explaining multiple career success criteria. *Personality Traits: Causes, Conceptualizations, and Consequences*, 27–48.

Sukmajati, M., & Suharnomo, S. (2022). PENGARUH KEPERIBADIAN PROAKTIF TERHADAP KEPUASAN KARIR DAN KINERJA KARYAWAN DENGAN KREATIVITAS KARYAWAN SEBAGAI VARIABEL INTERVENING. *JURNAL STUDI MANAJEMEN ORGANISASI*, 17(2), 39–48. <https://doi.org/10.14710/jsmo.v17i2.39180>

Syahrizal, S., & Siregar, T. R. Y. (2024a). Subjective Career Success in The Modern Career: A Parallel Mediation of Perceived Internal and External Employability. *Jurnal Aplikasi Bisnis Dan Manajemen*. <https://doi.org/10.17358/jabm.10.3.920>

Syahrizal, S., & Siregar, T. R. Y. (2024b). Subjective Career Success in The Modern Career: A Parallel Mediation of Perceived Internal and External Employability. *Jurnal Aplikasi Bisnis Dan Manajemen*. <https://doi.org/10.17358/jabm.10.3.920>

- Tatilu, F., Hilda Mandang, J., & Endang Hartati, M. (2025). Pengaruh Pro Active Personality Terhadap Subjective Success Career pada Karyawan PT. Bank Rakyat Indonesia Persero Tbk. Cabang Tondano. *EduInovasi: Journal of Basic Educational Studies*, 5(2), 1143–1158. <https://doi.org/https://journal-laaroiba.com/ojs/index.php/edu/9272>
- Tekeli, M., & Özkoç, A. G. (2022). THE EFFECT OF PROACTIVE PERSONALITY AND LOCUS OF CONTROL ON INNOVATIVE WORK BEHAVIOR: THE MEDIATING ROLE OF WORK ENGAGEMENT. *Anais Brasileiros de Estudos Turísticos: ABET*, 12(1).
- Turban, D. B., Moake, T. R., Wu, S. Y.-H., & Cheung, Y. H. (2017). Linking Extroversion and Proactive Personality to Career Success: The Role of Mentoring Received and Knowledge. *Journal of Career Development*, 44(1), 20–33. <https://doi.org/10.1177/0894845316633788>
- Varela, O., & Premeaux, S. (2023a). Teaching, research, and service as drivers of academic career success. *Organization Management Journal*, 20(5), 186–196. Scopus. <https://doi.org/10.1108/OMJ-04-2022-1528>
- Varela, O., & Premeaux, S. (2023b). Teaching, research, and service as drivers of academic career success. *Organization Management Journal*, 20(5), 186–196. <https://doi.org/10.1108/OMJ-04-2022-1528>
- Vipyana, B., & Syah, T. Y. R. (2023). Pengaruh Perceived Organizational Support terhadap Self Efficacy, Work Engagement dan Career Satisfaction pada Pegawai Rumah Sakit di Jakarta. *JUDICIOUS*, 4(1), 38–49. <https://doi.org/10.37010/jdc.v4i1.1241>

- Wang, T., & Gao, D. (2022). How does psychological resilience influence subjective career success of Internet marketers in china? A moderated mediation model. *Frontiers in Psychology*, 13, 921721. <https://doi.org/10.3389/fpsyg.2022.921721>
- Wang, Z., Zhang, J., Thomas, C. L., Yu, J., & Spitzmueller, C. (2017). Explaining benefits of employee proactive personality: The role of engagement, team proactivity composition and perceived organizational support. *Journal of Vocational Behavior*, 101, 90–103. <https://doi.org/10.1016/j.jvb.2017.04.002>
- Wickramaratne, W. P. R. (2021). Role of Career Oriented Perceived Organizational Support in Determining Subjective Career Success of Supervisory Level Managers in Manufacturing Firms. *EMAJ: Emerging Markets Journal*, 11(1), 21–28. <https://doi.org/10.5195/emaj.2021.214>
- Wijanto, S. H. (2008). Structural equation modeling dengan Lisrel 8.8. *Yogyakarta: Graha Ilmu*.
- Wijanto, S. H. (2015). *Intelligentia - Dignitas* Metode penelitian menggunakan structural equation modeling dengan lisrel 9. *Jakarta: Lembaga Penerbit Fakultas Ekonomi UI*.
- Wok, S., & Hashim, J. (2017). Communication Power as a Mediator on Networking and Career Success: A Structural Equation Modeling Approach. *Communications of the IBIMA*, 1–14. <https://doi.org/10.5171/2017.424146>
- Wong, C. D., & Jonathan, V. (2024). The Mediating Role of Proactive Personality in the Relationship between New Ways of Working (NWOW) and Work Engagement. *INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS AND SOCIAL SCIENCES*, 1(10).

- Xu, D., Zhang, N., Bu, X., & He, J. (2022). The effect of perceived organizational support on the work engagement of Chinese nurses during the COVID-19: The mediating role of psychological safety. *Psychology, Health & Medicine*, 27(2), 481–487. <https://doi.org/10.1080/13548506.2021.1946107>
- Zahra, M., & Kee, D. M. H. (2021). INFLUENCE OF PROACTIVE PERSONALITY ON JOB PERFORMANCE OF BANK EMPLOYEES IN PAKISTAN: WORK ENGAGEMENT AS A MEDIATOR. *International Journal of Management Studies*, 29. <https://doi.org/10.32890/ijms2022.29.1.3>
- Zhang, Z., Fang, H., Luan, Y., Chen, Q., & Peng, J. (2022). A meta-analysis of proactive personality and career success: The mediating effects of task performance and organizational citizenship behavior. *Frontiers in Psychology*, 13, 979412. <https://doi.org/10.3389/fpsyg.2022.979412>
- Zhu, H., Zhang, H., Tu, A., & Zhang, S. (2021). The Mediating Roles of Core Self-Evaluation and Career Exploration in the Association Between Proactive Personality and Job Search Clarity. *Frontiers in Psychology*, 12, 609050. <https://doi.org/10.3389/fpsyg.2021.609050>
- Zola, N., Yusuf, A. M., & Firman, F. (2022). Konsep social cognitive career theory. *JRTI (Jurnal Riset Tindakan Indonesia)*, 7(1), 24. <https://doi.org/10.29210/30031454000>

Lampiran