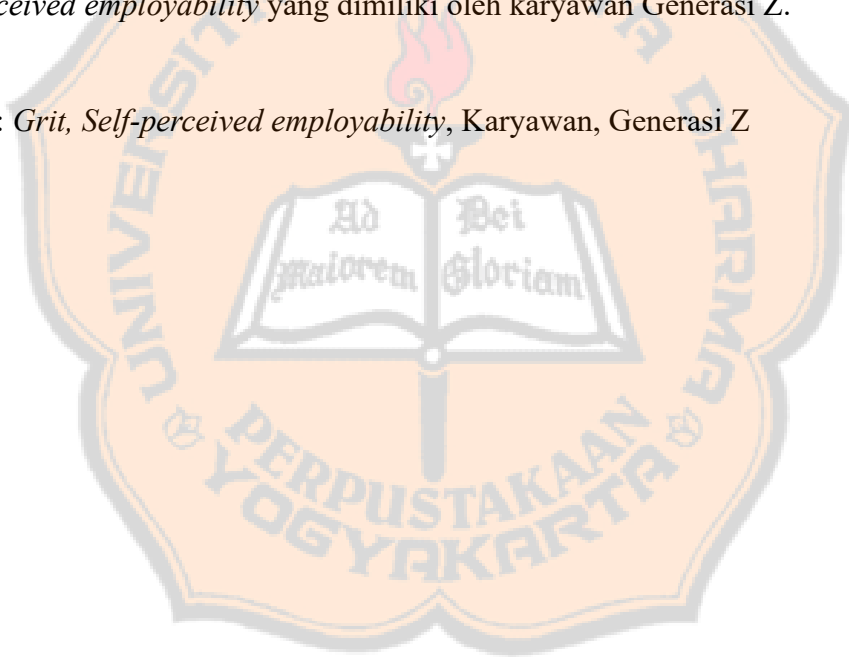


ABSTRAK

Aji, Anandin Kanchana Putri. 2025. Hubungan antara grit dengan self-perceived employability pada karyawan Generasi Z. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *grit* dengan *self-perceived employability* pada karyawan Generasi Z. Partisipan dalam penelitian ini adalah 118 karyawan Generasi Z. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *grit* dengan *self-perceived employability* pada karyawan Generasi Z. Penelitian ini menggunakan metode kuantitatif. Skala yang digunakan dalam penelitian ini adalah hasil terjemahan dari Skala *Grit* milik Duckworth, Peterson, Matthew, dan Kelly (12 item, $\alpha = 0,879$) dan Skala *Self-Perceived Employability* milik Andrew Rothwell dan John Arnold (12 item, $\alpha = 0,703$). Analisis data menggunakan *Spearman's Rho* karena data tidak terdistribusi secara normal. Hasil penelitian menunjukkan hipotesis diterima, yaitu terdapat hubungan positif dan signifikan antara *grit* dengan *self-perceived employability* pada karyawan Generasi Z ($r_s = 0,832, p = <0,001$). Hasil ini menunjukkan semakin tinggi *grit* pada karyawan Generasi Z, cenderung semakin tinggi pula *self-perceived employability* yang dimiliki oleh karyawan Generasi Z.

Kata kunci : *Grit, Self-perceived employability, Karyawan, Generasi Z*



ABSTRACT

Aji, Anandin Kanchana Putri. 2025. The relationship between grit and self-perceived employability in generation Z employee. *Thesis*. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to examine the relationship between grit and self-perceived employability among Generation Z employees. The participants in this study were 118 Generation Z employees. The hypothesis proposed in this study is that there is a positive relationship between grit and self-perceived employability among Generation Z employees. This research employed a quantitative method. The scales used in this study were translated versions of the Grit Scale developed by Duckworth, Peterson, Matthews, and Kelly (12 items, $\alpha = 0.879$) and the Self-Perceived Employability Scale developed by Andrew Rothwell and John Arnold (12 items, $\alpha = 0.703$). Data analysis was conducted using Spearman's Rho, as the data were not normally distributed. The results indicated that the hypothesis was supported, showing a positive and significant relationship between grit and self-perceived employability among Generation Z employees ($r_s = 0.832$, $p < 0.001$). This result shows that the higher the grit in generation Z employees, the higher the self-perceived employability of generation Z employees.

Keywords: *Grit, Self-perceived employability, Employee, Generation Z*