

ABSTRAK

PENGARUH *CAREER AGILITY*, *PSYCHOLOGICAL CAPITAL*, DAN *CAREER ADAPTABILITY* TERHADAP KEPUASAN KARIER GURU PADA ERA TRANSFORMASI DIGITAL (Studi pada Yayasan Pembina Pendidikan Teknologi Garut)

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Transformasi digital telah mengubah tuntutan dan dinamika kerja guru, sehingga menuntut kesiapan adaptasi karier dan kekuatan psikologis yang memadai. Perubahan tersebut berpotensi memengaruhi kepuasan karier guru sebagai evaluasi subjektif terhadap pencapaian dan perkembangan karier yang dijalani. Penelitian ini bertujuan untuk menganalisis pengaruh *career agility*, *psychological capital*, dan *career adaptability* terhadap kepuasan karier guru di era transformasi digital. Penelitian ini menggunakan pendekatan kuantitatif dengan desain eksplanatori. Populasi penelitian adalah guru di Yayasan Pembina Pendidikan Teknologi (YPPT) Garut, dengan teknik pengambilan sampel menggunakan total sampling. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan metode Structural Equation Modeling Partial Least Squares (SEM-PLS). Hasil penelitian menunjukkan bahwa *career agility* dan *psychological capital* berpengaruh positif dan signifikan terhadap kepuasan karier guru. Sebaliknya, *career adaptability* secara parsial menunjukkan pengaruh negatif dan tidak signifikan terhadap kepuasan karier guru. Namun demikian, secara simultan *career agility*, *psychological capital*, dan *career adaptability* berpengaruh signifikan terhadap kepuasan karier guru di era transformasi digital. Temuan ini mengindikasikan bahwa kepuasan karier guru lebih dipengaruhi oleh kelincahan karier dan modal psikologis dibandingkan kemampuan adaptasi karier secara struktural.

Kata kunci: kepuasan karier; *career agility*; *psychological capital*; *career adaptability*; transformasi digital.

ABSTRACT

The Influence of Career Agility, Psychological Capital, and Career Adaptability on Teachers' Career Satisfaction in the Era of Digital Transformation (A Study at the Garut Technology Education Foundation)

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Digital transformation has reshaped teachers' work demands, requiring both career flexibility and psychological readiness. These changes may influence teachers' career satisfaction, which reflects individuals' subjective evaluations of their career development and achievements. This study aims to examine the effects of career agility, psychological capital, and career adaptability on teachers' career satisfaction in the era of digital transformation. This study employed a quantitative approach with an explanatory research design. The research population consisted of teachers at the Yayasan Pembina Pendidikan Teknologi (YPPT) Garut, with total sampling applied. Data were collected through a questionnaire and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS). The findings indicate that career agility and psychological capital have positive and significant effects on teachers' career satisfaction. In contrast, career adaptability shows a negative and non-significant partial effect on career satisfaction. However, when examined simultaneously, career agility, psychological capital, and career adaptability significantly influence teachers' career satisfaction in the context of digital transformation. These results suggest that teachers' career satisfaction is more strongly shaped by career agility and psychological capital than by structural career adaptability.

Keywords: *career satisfaction; career agility; psychological capital; career adaptability; digital transformation.*