

SUMMARY

This study examines the effect of career path and social support on employee performance with psychological empowerment as a mediating variable in the context of company employees. The study uses a quantitative design with a survey technique. Data were collected from 58 employees of Gudang Kosmetik Purwokerto (GKP) located in Purwokerto. The data were analyzed using regression analysis and mediation tests to examine the direct and indirect relationships between variables. The findings show that career paths and social support have an influence on psychological empowerment, which in turn plays a role in improving employee performance. In addition, psychological empowerment was found to function as a mediating variable in the relationship between career paths and employee performance, as well as between social support and employee performance. These results confirm that clarity of career paths and social support in the workplace can strengthen employees' psychological empowerment, which ultimately impacts their performance. This study implies that organizations need to pay attention to developing structured career paths and creating a supportive work environment to optimize psychological empowerment and employee performance..

Keywords: Career Path, Sosial Support, Psychological Empowerment, Employee Performance

RINGKASAN

Penelitian ini mengkaji pengaruh career path dan social support terhadap employee performance dengan psychological empowerment sebagai variabel mediasi dalam konteks karyawan perusahaan. Penelitian menggunakan desain kuantitatif dengan teknik survei. Data dikumpulkan dari 58 karyawan Gudang Kosmetik Purwokerto (GKP) yang berlokasi di Purwokerto. Data dianalisis menggunakan analisis regresi dan uji mediasi untuk menguji hubungan langsung maupun tidak langsung antarvariabel. Temuan penelitian menunjukkan bahwa career path dan social support memiliki pengaruh terhadap psychological empowerment, yang selanjutnya berperan dalam meningkatkan employee performance. Selain itu, psychological empowerment terbukti berfungsi sebagai variabel mediasi dalam hubungan antara career path dan employee performance, serta antara social support dan employee performance. Hasil ini menegaskan bahwa kejelasan jalur karier dan dukungan sosial di tempat kerja dapat memperkuat rasa berdaya secara psikologis pada karyawan, yang pada akhirnya berdampak pada peningkatan kinerja mereka. Penelitian ini memberikan implikasi bahwa organisasi perlu memperhatikan pengembangan jalur karier yang terstruktur dan menciptakan lingkungan kerja yang suportif guna mengoptimalkan pemberdayaan psikologis dan kinerja karyawan.

Kata Kunci : Jenjang Karir, Dukungan Sosial , Pemberdayaan Psikologis, Kinerja Karyawan