

ABSTRACT

Changes in the global economy and the rapid pace of digital transformation demand more than technical expertise, employability skills like communication, adaptability, and problem-solving are now essential. However, many entry-level employees in Indonesia still face skills gaps, low career adaptability, and psychological distress due to a lack of employability skills and social support. This study analyzes how employability skills and social support affect career adaptability among 300 entry-level employees in Bandung, using PLS-SEM.

Results show a significant positive effect of employability skills on career adaptability. With 52.7% female respondents, the findings highlight potential gendered challenges and reinforce the importance of targeted support for women in early careers. These insights offer strategic implications for both policy makers and companies to design programs that enhance workforce readiness, especially for young women entering the labor market.

Keywords: career adaptability, employability skills, social support, labor market, PLS-SEM