



SUSTAINABLE CAREER OF MARRIED BALINESE WOMAN: THE EFFECT OF CAREER ADAPTABILITY AND WORK-LIFE BALANCE

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Article history:

Submitted: 1 Maret 2024

Revised: 22 Maret 2024

Accepted: 30 Maret 2024

Keywords:

Sustainable career;

Career adaptation;

Work-life balance;

Kata Kunci:

Karir berkelanjutan;

Adaptasi karir;

Work-life balance;

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Abstract

In the last few decades, the role of women in the career world has undergone a significant shift. The aim of this research is to examine the influence of career adaptation on work-life balance, career adaptation on a sustainable career, and work-life balance on a sustainable career Balinese women who were married and decided to continue working. The number of samples used in this research was 155 samples. The data analysis technique used in this research is path analysis using SEM-PLS. The results of this research show that career adaptation has a significant positive effect on work-life balance, career adaptation has a significant positive effect on a sustainable career, and work-life balance has a significant positive effect on a sustainable career. This research strengthens career construction theory in solving the challenges faced by Balinese women in managing career adaptation, work-life balance, and sustainable careers.

Abstrak

Dalam beberapa dekade terakhir, peran perempuan dalam dunia karir mengalami pergeseran yang signifikan. Tujuan dari penelitian ini adalah untuk menguji pengaruh adaptasi karir terhadap work-life balance, adaptasi karir terhadap karir yang berkelanjutan, dan work-life balance terhadap karir yang berkelanjutan pada perempuan Bali yang sudah menikah dan memutuskan untuk terus bekerja. Jumlah sampel yang digunakan dalam penelitian ini adalah 155 sampel. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis jalur dengan menggunakan SEM-PLS. Hasil penelitian menunjukkan bahwa adaptasi karier berpengaruh positif signifikan terhadap keseimbangan kehidupan kerja, adaptasi karier berpengaruh positif signifikan terhadap karier berkelanjutan, dan keseimbangan kehidupan kerja berpengaruh positif signifikan terhadap karier berkelanjutan. Penelitian ini memperkuat teori konstruksi karir dalam memecahkan tantangan yang dihadapi perempuan Bali dalam mengelola adaptasi karir, keseimbangan kehidupan kerja, dan karir berkelanjutan.

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INTRODUCTION

The role of Balinese women is currently experiencing development, despite the strong Balinese culture and customs. The dual role of women, which generally revolves around their domestic role as a housewife and their economic role as a worker, is increasingly exacerbated by the socio-religious role (culture, custom and religion), which is felt by Balinese women, especially those who are married and carry out this dual role. They also often find it difficult to manage this dual role, which causes them to be unable to adapt to their career, to balance work-life, and to develop a sustainable career (Ramadhani, 2016; Darmayanti and Budarsa, 2021; Dewa, et al., 2023).

Employment satisfaction is short-term contentment in a certain employment, whereas sustainable career satisfaction is long-term satisfaction for an individual (Karsili et al., 2021). A sustainable career provides long-term positive benefits for individuals and the surrounding environment (Curado, et al., 2023). A sustainable career is characterized by the existence of a mutually beneficial relationship for the individual with the surrounding environment, and in making decisions he considers various angles with a long-term orientation (De Vos, et al., 2020). Career continuity is a complicated phenomena that requires a dynamic and methodical strategy that takes into consideration individuals, the environment, and changes over time. This involves proactive and reactive efforts by both employees and their employers. (Ali et al., 2022). According to Argyropoulou (2021), sustainable careers are distinguished by multidimensional content that is not limited to the immediate grouping of jobs, work activities, and work situations, which are explained by formative methodologies that include dynamic interactions between individuals and the environment in the long run.

Stuer, et al. (2019) in their research examining employee perceptions regarding their work abilities through a sustainable career perspective. The clear and strong emphasis on individual and contextual aspects of career management distinguishes the sustainable career view from other career perspectives (Van Der Heijden et al., 2020). To achieve successful adaptation and ensure the continuity of their careers, employees must participate in adaptive behavior, strive to achieve goals, and be constantly proactive (Van Dam, et al., 2015). Discovered findings by Nakra and Kashyap (2023) showing a significant correlation between individual career adaptability and sustained careers. De Vos, et al. (2020) contend that individuals with career competence and career adaptability are crucial components in comprehending sustainable careers because they gear up to care about their future careers, take responsibility for their professional development, look into potential career opportunities, and have faith in people's capacity to successfully address their career-related issues.

Career adaptability is described as the ability, will, and dedication to self-control to overcome tasks, changes, or trauma, as well as to predict all future possibilities (Kusyadi, 2020). Kusyadi (2020) also believes that career adaptability is an important element, and its implementation requires effort or analyzing the adaptive resources needed to manage an effective career transition. In an organization, career adaptability will generally help employees adapt to challenges during difficult times in an organization (Lee, et al., 2021). The idea of career development states that people with adaptable talents may help formulate adaptive activities that are led by other people (Rivera, et al., 2021). According to Rasyidi et al. (2021), career adaptability is the capacity of a person to continue a profession by putting in effort to finish career-related development activities. People who possess greater emotional intelligence are also more likely to have more flexibility in their careers (Parmentier, 2021). This of course also has an impact on the ability to balance the dual roles felt by women in general, and Balinese women in particular. Furthermore, Coetzee and Stoltz (2015) shown in their research that career adaptability, particularly career worries, greatly contributes to the explanation of work-life balance.

The idea behind work-life balance is that one may attain greatness in life by balancing their personal and professional lives (Alfatihah, et al., 2021). Work-family conflict is most strongly associated with the term "work-life balance" (Pradita & Franksiska, 2020). The definition of work-life balance is performing

one's duties and responsibilities in both the home and workplace with minimal role conflict (Harini, et al., 2019). The many roles that people play in life and the realization that their commitments outside of work might affect them negatively in a variety of ways at work are common causes of work-life balance (Berglund et al., 2021). Despite this, the term "work-life balance" is still limited to the realm of work and family, while work-life balance requires awareness of different needs for efficiency time and energy, as well as the ability to make decisions regarding time allocation time and energy. energy and understand what values should be applied (Pradita and Franksiska, 2020). Work-life balance is the process by which people establish harmony that represents their priorities rather than merely allocating time between their personal and professional lives (Ogunola, 2022). According to Alfatihah et al. (2021), work-life balance is crucial for businesses as it influences how motivated employees are to give their all at work. In order to achieve psychological, emotional, and cognitive stability in their workforce, which in turn affects increased organizational efficiency, work-life balance is crucial for businesses (Jaharuddin and Zainol, 2019). Work, family, and personal life are important parts of life (Avadhani and Menon, 2022). Additionally, Najam et al.'s study from 2020 showed findings in that work-life balance affected people's behavior in terms of career success. According to Salahudin, et al. research from 2021, those who have a healthy work-life balance are more likely to be successful at work than those who do not.

Based on the literature described previously, if we look at the field, there is gaps phenomenon that is growing and requires serious attention. This phenomenon refers to gaps that arise in various aspects of work, such as the inability to adapt to the careers of Balinese women is due to them having multiple roles which may place more pressure, so they do not focus on adapting to their careers. Finding a balance between personal and professional life is a challenge for many married women in Bali. The time and effort they devote to their professional growth is influenced by the demands of their dual responsibilities as employees and family members who have to take care of housework. This has a negative impact on work-life balance as it leaves little time to relax or be with family.

Balinese women are often expected to participate in various sociocultural and religious activities, such as funerals, weddings, and religious holidays in carrying out Balinese cultural traditions and values. Participating in these various activities for Balinese women requires a lot of time and effort, which may make it difficult for Balinese women to run and pursue a career. Sometimes, they have to choose between not getting married and being a great career woman, or even getting married to be a good housewife. The many tasks and expectations that must be fulfilled, especially in the Balinese cultural context, seem to provide various challenges for Balinese women who work in the formal sector (Pradnyapradipa and Indrawati, 2022). In particular, data from the Bali Province Central Statistics Agency in 2022 shows that there are 1.776.696 Balinese women who are of working age and 1.183.290 people have working status, or 66.6%. Furthermore, looking at the composition of work participation rates between genders, there is also a gap, where the general employment conditions in Bali province according to gender show that the work participation rate of women in Bali is still low (69.62%) when compared to the work participation rate of men (84.06%). This gap phenomenon causes problems regarding career adaptability, work-life balance, and sustainable careers for Balinese women who are married and decide to continue working.

Based on interviews conducted with two sources, Putu and Wayan (pseudonyms, working in government organizations), they stated that when a Balinese woman decides to get married, the responsibilities they carry will also increase. Apart from being required to take care of their family and participate in the economy, they are also required to attend various traditional, religious and social activities such as death ceremonies, weddings, family welfare empowerment activities (PKK), and other activities which may be held on weekdays. This causes them to have to be willing to take leave or leave their jobs at that time. The many demands of responsibility that must be handled by Balinese women cause them to not focus on pursuing their careers. Or conversely, if they focus on pursuing their careers or have good adaptability to their career, then they will not be able to participate optimally in various traditional rituals and ceremonies and of course this will also have an impact on their lives in traditional

society. When they decide to pursue a career, they need to spend long hours at work to advance their career, but this may have a negative impact on work-life balance because it leaves little time to relax, be with family, or carry out other traditional activities.

Looking at the gaps phenomenon previously explained, it is felt important to identify and overcome this problem so that women in Bali have equal opportunities in terms of career sustainability, career adaptability and work-life balance. These three things are considered important to improve women's welfare, both from an economic and psychological perspective. If women in Bali continue to face pressure in achieving these three things, it will have an impact on the sustainability of their lives where their health and well-being could be threatened. Apart from that, overcoming the gaps experienced by Balinese women is a step towards women's empowerment. Equal opportunities for women in the workplace and in their professions provide them greater autonomy over their lives and enable them to make meaningful contributions to the growth of their communities and beyond. This benefits individual women, families, society, and the economy as a whole. Balinese society will advance in the social, cultural, and economic spheres if women's career sustainability, flexibility, and work-life balance are increased.

To overcome the gaps in career sustainability, career adaptability, and work-life balance for women in Bali, the career construction theory approach can be a useful basis. In career construction theory, it is stated that career is a concept that is built by individuals, and not just a linear form that must be followed. Career construction theory states that individuals exercise control over their careers by adaptively using a set of psychological resources that assist in managing these expectations (integration of the self at work) over time (Rudolph, et al., 2018). According to career construction theory, people create a social role as actors through their behavior in the family, adapt that role for use in the community, and eventually write an autobiographical story to explain the coherence and continuity of their occupational experiences, in which characters are created by actors by internalizing the social and familial turmoil they encounter (Brown and Lent, 2013). There are four main concepts in this theory, which are: (1) living space, (2) career adaptability, (3) career concepts and career topics, and (4) career identity, including career values, career interests, and career abilities (Brown, 2002).

Career at may be utilized to resolve issues at work and adjust to upcoming and ongoing changes in the work environment (Maggio, et al., 2020). Long-term careers are significantly impacted by career flexibility. High career adaptability individuals plan (care), assume responsibility for career development (control), investigate potential future career opportunities (interests), and have confidence in their ability to successfully solve career-related problems (for sure). Accordingly, career adaptability and individuals with specialized skills are crucial components of comprehending sustainable careers (De Vos et al., 2020). De Gulan and Aguilung (2022) in their study said that the mediation phenomenon occurs when career adaptability changes the way individuals perceive the organizational environment, thereby changing the employee's career intentions. Based on the context of career construction theory, individuals who have high career flexibility can be better prepared to construct a sustainable and meaningful career. Individuals are able to find significance in the adjustments and difficulties they face in their work, which ultimately allows them to achieve a sustainable career. This is in accordance with research conducted by Zyberaj, et al. (2002), who define a sustainable career as being formed by the indicators of career satisfaction, career engagement, career-related worries, and coping with career-related changes. The study's findings indicate that career flexibility significantly improves job satisfaction and career engagement, the two elements of a sustainable career. Additionally, Nakra and Kashyap's research from 2023 showed that a person's capacity for professional adaptation has a big impact on sustained careers. This explanation leads to the formulation of the following hypothesis, which states that career flexibility significantly and directly improves career sustainability:

H₁: Career adaptability has a direct significant positive effect on a sustainable career

Individuals with high career adaptability tend to choose jobs that match their interests, values, and work-life balance, by looking for jobs that offer work systems that suit the individual in completing work, which allows them to balance work and personal life more effectively. Based on career construction theory, which places great emphasis on developing meaning in one's career, it shows that people with high career adaptability usually choose jobs that align with their personal beliefs and give them a purpose in life. Work-life balance can be supported by this as fulfilling work can lead to higher levels of satisfaction. Therefore, career adaptability can make a positive contribution to work-life balance by enabling individuals to better manage their careers, make choices that better suit their personal lives, and feel better able to overcome career challenges. In his research, Yang, et al., (2019) obtained results that career adaptability is an important predictor of work relationships and employee well-being. Individuals with strong work engagement tend to ignore their work-life imbalances caused by home-based telecommuting, which makes them experience excessive workload so they feel exhausted (Palumbo, 2020). Career adaptability can make it easier for people to adjust to changes when they encounter challenges at work and to preserve their ability to manage their workload, which will impact their essential psychology for advancing in their careers and finding more meaning in life (Chen, et al., 2020). Additionally, Coetzee and Stoltz's (2015) research demonstrated that professional adaptability particularly with regard to career concerns explains a major portion of the work-life balance. This explanation leads to the formulation of the following hypothesis, which states that career flexibility directly and significantly improves work-life balance:

H₂: Career adaptability has a significant positive direct effect on work-life balance

Individuals are happier and more satisfied with their careers when they have time to have a healthy and meaningful personal life. Increased job satisfaction can motivate individuals to pursue their long-term career path. Making time for personal life activities and creative pursuits outside of work can help encourage reflection and creativity. This creativity can open new opportunities and help build long-term careers. Based on career construct theory, a sustainable career is a career where career growth is seen as a dynamic individual construction. Therefore, the way a person plans, manages, and experiences their career growth is influenced by a healthy work-life balance. Individuals who have a healthy work-life balance are better able to meet their personal demands, pursue a balanced career, and adapt to changes in the workplace. All of this can help individuals develop their careers in a way that is consistent with their beliefs and vision. The findings of a study by Salahudin, et al. (2021) demonstrating that those with a healthy work-life balance are more likely to succeed in their careers than those without one provide weight to this. Academic achievement and work-life balance are closely related (Gift et al., 2023). Furthermore, similar findings were observed in the Najam et al. (2020) study about the effect of work-life balance on an individual's behavior related to career success. With the explanation provided, the following hypothesis may be made in support of the idea that work-life balance significantly and directly benefits a sustainable career:

H₃: Work-life balance has a significant positive direct effect on a sustainable career

This research strengthens career construction theory in solving the challenges faced by Balinese women in managing career adaptation, career-life balance, and sustainable careers. Apart from that, this research can be used to test and validate the assumptions and principles underlying Career Construct Theory. Practically, this research can provide benefits for the Bali Government in supporting social reform and more inclusive policies in the field of employment by emphasizing the importance of maintaining career adaptation, balance between work and personal life and sustainable career growth. In particular, this research can be used as a guide for the Bali Province Department of Manpower, Energy and Mineral Resources in reviewing policies such as training and skills development, promotion of gender equality, flexible work policies, as well as promotion in managing the dual roles of female workers. These policies, it will be possible to increase the female work participation rate so that it can

reduce unemployment in Bali, and furthermore it will be able to improve the economy. In addition, the Bali Province Social, Women's Empowerment and Child Protection Service can also review supporting policies such as economic empowerment and social empowerment policies for women, and can develop education and training programs for women to support their careers, support the establishment of child and family service centers, formulating benefit policies and providing appropriate incentives for female workers. This research can also be used as guidance by organizational stakeholders, in this case human resource management, in developing strategies that are in line with government policy, such as providing assistance and counseling for female workers so as to increase adaptability and help create work balance for them to support the sustainability of their careers.

METHODS

This study uses a quantitative causation approach and is explanatory in nature. This study looks at the relationship between career adaptability and work-life balance and how it affects married and working Balinese women's capacity to have sustainable careers. The population used in this research was Balinese women who were married and decided to continue working. To obtain a minimum sample size from an unknown population (Riduwan, 2019), using the following calculation:

$$n = \left(\frac{z_{\alpha} \times \alpha}{e} \right)^2 \dots \dots \dots (1)$$

$$n = \left(\frac{1,96 \times 0,25}{0,05} \right)^2 = 96,04 \approx 97$$

The value 97 is the minimum number of respondents required. The simple random sampling method was used in this research. Data collection in this research was carried out by distributing electronic questionnaires (via Google Form) which were distributed via social media such as Instagram, Facebook, dan Whatsapp. In the data collection process, a total of 167 data were collected, but there were 12 data that were incomplete or did not meet the requirements as a sample so these 12 data were not used, so only 155 data were deemed suitable for use as research samples. The researcher employed PLS tools to do a pilot test to assess the validity and reliability of the questionnaire after 30 data points had been gathered. According to Hair et al. (2010), data is deemed genuine if the correlation coefficient, also known as the r value, is higher than 0.30. Additionally, if the Cronbach Alpha (α) value is higher than 0.60, the data is deemed capable of passing the reliability test. The researcher keeps gathering data until the required number of samples is established if the results satisfy the two pilot test assumptions.

The study employed career adaptability as an independent variable, work-life balance as a dependent variable, and sustainable career as a dependent variable. The ability to handle unforeseen modifications brought about by changes in the workplace and its surroundings, in addition to regular preparation tasks and participation in job responsibilities, is referred to as career adaptability (Savickas, 1997). According to Agoes Salim et al. (2023), professional interest, career control, career curiosity, and career confidence are indications of career adaptability. The relationship between a person's personal and professional lives is referred to as work-life balance (Kelliher et al., 2019). Work-life balance indicators include work-life interference, personal life-work interference, work-life enhancement, and personal work-life enhancing life (Fisher et al., 2009). A sustainable career is an endeavor to advance an individual's career, flexibility, and aptitude to fulfill the needs of today's workers without jeopardising their ability to work in the future (Eiffe, 2021). Time, person, and environment are indications of a successful career (De Vos et al., 2020). Overall, this study employed a 5-point Likert scale.

The data analysis approach used in this study is Path Analysis Second Order with Structural Equation Modeling (SEM) and SmartPLS software. In SEM-PLS, the data analysis procedures are as

follows: initially, descriptive statistical tests are performed, followed by testing the outer model and finally the inner model. In the outer model, three criteria will be tested: convergent validity, discriminant validity, and composite reliability. The convergent validity test determines the validity of each indicator and its variables. The convergent confirmatory test is considered valid if all indicators have a factor loading value > 0.70 or $p\text{-value} < \alpha$. Next is the discriminant validity test. The purpose of testing discriminant validity is to ensure that each latent model has a different concept of other variables. If the cross-loading value of each latent variable is greater than the cross-loading value of other latent variables and AVE value > 0.50 , then the discriminant validity test is considered valid. Next is testing composite validity. Composite reliability testing is testing the reliability value of measurement model variables with indicators that reflect them. Composite reliability testing can be confirmed by looking at Cronbach's alpha. A variable is considered to meet the reliability requirements if the composite reliability and Cronbach's alpha value are greater than 0.70.

If all outer model testing has been carried out, then we can proceed to inner model testing. Testing of the inner model in this research includes path analysis tests to test hypotheses, and Goodness of fit tests using the R-square and adjusted R-square determinants. If in the path analysis the $p\text{-values} < \alpha$ or $t\text{-statistics value} \geq t\text{-table value}$ (1.98447) then the research hypothesis is accepted. Where the overall alpha used is 5%. Furthermore, if all hypotheses are met, the researcher will try to test whether the work-life balance variable is able to act as a mediating variable. If the product of the coefficients of the direct influence of the career adaptability variable on work-life balance and work-life balance on Sustainable Career is greater than the direct influence of career adaptability on Sustainable Care, then the work-life balance variable can be said to act as a mediating variable.

RESULT AND DISCUSSION

Table 1 describes the demographic profile of respondents based on age, education level, and occupation. Among the 155 respondents, the majority of respondents were between the ages of 26 and 32 with a rate of 60.65%. The education level of the respondents, who are mainly university-educated, is 54.84%. The majority of respondents' jobs are private sector employees 40.65%.

Next, Table 2 explains the average value of respondents' answers to each indicator used for each variable in this study. Table 2 shows that each indicator has an average value greater than 3.40, indicating that respondents' replies to each question item from the variable indicators of career flexibility, work-life balance, and sustainable career are highly valued.

Table 1.
Respondent Demographic Profiles

Information Demographics	Frequency	Percentage (%)
Age Range		
19 – 25	4	2.58
26 – 32	94	60,65
33 – 39	28	18.06
40–46	12	7,74
47–53	14	9.03
54–60	3	1.94
Education		
Junior high school	2	1.29
Senior high school	17	10.97
Diploma	17	10.97
Bachelor	85	54,84
Masters	33	21,29
Doctor	1	0.65
Work		
Self-employed	28	18.06
Non-ASN Employees	20	12.90
ASN	32	20.65
Health workers	2	1.29
Employee Private	63	40.65
Lecturer Teacher	6	3.87
Village Officer	1	0.65
Teacher	2	1.29
BUMN	1	0.65

Source: processed data, 2023

Table 2.
Description of Respondents' Answers

Variable	indicators	Average Value
Career Adaptability (X)	Career Concern (X1)	3.560
	Career Control (X2)	3.927
	Career Curiosity (X3)	3.994
	Career Confidence (X4)	4.123
Work-Life Balance (M)	Work Interference with Personal (M1)	3.755
	Personal Life Interference with Work (M2)	3.953
	Personal Life Enhancement of Work (M3)	4.161
	Work Enhancement of Personal Life (M4)	4.110
Sustainable Career (Y)	Time (Y1)	4.070
	People (Y2)	3.977
	Context (Y3)	4.029

Source: processed data, 2023

In convergent validity testing, question items X11, X32, Y34, and Y36 do not meet the criteria. So, that item was removed from the research model. The following results are obtained:

Table 3.
Outer Loading and Cross-Loading Result

	M1	M2	M3	M4	X1	X2	X3	X4	Y1	Y2	Y3
M11	0,846	0,699	0,490	0,347	0,341	0,331	0,407	0,382	0,384	0,496	0,398
M12	0,875	0,597	0,511	0,395	0,393	0,356	0,444	0,429	0,345	0,476	0,352
M13	0,872	0,563	0,448	0,242	0,342	0,241	0,339	0,254	0,264	0,390	0,296
M14	0,901	0,620	0,462	0,344	0,357	0,277	0,425	0,326	0,341	0,479	0,345
M21	0,689	0,946	0,562	0,377	0,344	0,403	0,459	0,509	0,554	0,483	0,447
M22	0,594	0,930	0,536	0,377	0,418	0,393	0,468	0,524	0,561	0,521	0,477
M23	0,706	0,927	0,567	0,432	0,339	0,396	0,484	0,507	0,566	0,539	0,525
M31	0,595	0,707	0,733	0,514	0,404	0,534	0,545	0,660	0,654	0,570	0,543
M32	0,281	0,211	0,741	0,423	0,408	0,411	0,359	0,481	0,376	0,436	0,472
M33	0,314	0,334	0,849	0,664	0,450	0,523	0,519	0,552	0,505	0,502	0,565
M34	0,448	0,492	0,780	0,415	0,379	0,343	0,424	0,368	0,344	0,410	0,469
M41	0,275	0,251	0,622	0,832	0,377	0,452	0,418	0,466	0,448	0,457	0,556
M42	0,319	0,341	0,514	0,914	0,487	0,435	0,463	0,578	0,525	0,508	0,569
M43	0,397	0,403	0,533	0,912	0,454	0,404	0,413	0,501	0,518	0,528	0,598
M44	0,333	0,464	0,619	0,819	0,390	0,549	0,541	0,688	0,717	0,633	0,704
X12	0,421	0,449	0,437	0,506	0,749	0,489	0,516	0,470	0,376	0,490	0,451
X13	0,290	0,235	0,407	0,354	0,892	0,496	0,353	0,360	0,255	0,391	0,401
X14	0,305	0,280	0,467	0,356	0,847	0,499	0,405	0,431	0,285	0,410	0,461
X21	0,369	0,303	0,442	0,429	0,568	0,708	0,508	0,538	0,473	0,515	0,529
X22	0,265	0,398	0,564	0,484	0,490	0,887	0,669	0,677	0,610	0,505	0,622
X23	0,290	0,384	0,537	0,498	0,472	0,898	0,656	0,671	0,587	0,510	0,622
X24	0,204	0,280	0,355	0,283	0,416	0,734	0,470	0,506	0,391	0,254	0,386
X31	0,412	0,400	0,561	0,524	0,470	0,667	0,897	0,693	0,609	0,598	0,592
X33	0,409	0,497	0,514	0,407	0,441	0,599	0,872	0,586	0,538	0,481	0,534
X41	0,246	0,321	0,545	0,510	0,446	0,615	0,610	0,804	0,561	0,466	0,514
X42	0,390	0,519	0,607	0,593	0,466	0,667	0,593	0,907	0,595	0,522	0,561
X43	0,366	0,536	0,544	0,532	0,411	0,645	0,575	0,856	0,674	0,497	0,598
X44	0,349	0,471	0,585	0,537	0,393	0,576	0,673	0,803	0,658	0,589	0,612
Y11	0,311	0,512	0,518	0,580	0,314	0,537	0,561	0,634	0,852	0,587	0,647
Y12	0,256	0,424	0,500	0,570	0,315	0,595	0,531	0,650	0,900	0,657	0,738
Y13	0,400	0,593	0,596	0,550	0,348	0,578	0,612	0,678	0,927	0,589	0,692
Y14	0,412	0,625	0,627	0,594	0,354	0,596	0,626	0,682	0,908	0,593	0,724
Y21	0,452	0,443	0,497	0,503	0,385	0,475	0,585	0,526	0,622	0,859	0,621
Y22	0,446	0,495	0,537	0,561	0,497	0,490	0,562	0,504	0,595	0,911	0,596
Y23	0,380	0,399	0,529	0,602	0,491	0,485	0,526	0,489	0,549	0,921	0,658
Y24	0,553	0,566	0,602	0,439	0,419	0,467	0,429	0,601	0,562	0,741	0,614
Y31	0,417	0,491	0,607	0,467	0,386	0,533	0,463	0,523	0,588	0,594	0,743
Y32	0,314	0,373	0,511	0,587	0,487	0,567	0,547	0,542	0,556	0,588	0,797
Y33	0,330	0,435	0,483	0,568	0,433	0,561	0,444	0,545	0,615	0,532	0,793
Y35	0,223	0,319	0,466	0,552	0,345	0,485	0,506	0,515	0,661	0,540	0,765
Y37	0,247	0,363	0,483	0,508	0,377	0,432	0,483	0,466	0,575	0,516	0,732

Source: processed data, 2023

Based on Table 3, we see that each indicator has a factor loading value (in bold) greater than 0.70. Therefore, we can conclude that all the indicators used are valid for measuring the variable in question. The goal of discriminant validity testing is to guarantee that each latent model has a unique understanding of the other variables. If the cross-loading value of each latent variable exceeds that of the other latent variables, the discriminant validity test is declared valid.

According to Table 3, each indication in the variable utilized has the maximum cross-loading value when compared to other latent variables (in bold). This conclusion corresponds to the categorization of indicators utilized by researchers. Additionally, discriminant validity testing may be performed by examining the value of the average variance extracted (AVE).

Table 4.
Average Variance Extracted, Composite Reliability, Cronbach's Alpha

Indicator	AVE	Composite Reliability	Cronbach's Alpha
Work Interference with Personal (M1)	0.764	0.928	0.897
Personal Life Interference with Work (M2)	0.874	0.954	0.928
Personal Life Enhancement of Work (M3)	0.604	0.859	0.783
Work Enhancement of Personal Life (M4)	0.757	0.926	0.892
Career Concern (X1)	0.692	0.870	0.774
Career Control (X2)	0.659	0.884	0.823
Career Curiosity (X3)	0.783	0.878	0.724
Career Confidence (X4)	0.712	0.908	0.864
Time (Y1)	0.805	0.943	0.919
People (Y2)	0.741	0.919	0.881
Context (Y3)	0.588	0.877	0.824

Source: processed data, 2023

All of the indicator in Table 4 have AVE values more than 0.50. These results suggest that the latent variable's indicator are superior to other latent variable indicators, indicating that the data had excellent discriminant validity. The composite reliability test is designed to assess the changeable reliability value of the measurement model using the indicators that indicate it. Cronbach's alpha can be used to confirm composite reliability tests. A variable is deemed reliable if its composite reliability and Cronbach's alpha value are both larger than 0.70.

Table 4 shows that the composite reliability and Cronbach's alpha values for each variable are more than 0.7. So, based on these data, it is possible to infer that each variable in the study model has excellent dependability. Hypothesis testing seeks to determine the link between the study variables employed. According to the results in Table 5, the variable career adaptability to work-life balance has a path coefficient value of 0.728, a p-value of 0.000, and t-statistics of 10.680, indicating that reject H_0 and H_2 are accepted. This indicates that the career adaptability variable has a positive and significant influence on the work-life balance variable. The path coefficient value of 0.728 indicates that the more the career adaptability, the better the work-life balance experienced by Balinese women who are married and choose to continue working.

The work-life balance variable on a sustainable career has a path coefficient value of 0.431; with a p-value (0.000) smaller than alpha and a t-statistic value (6.033) greater than t-table, the research hypothesis H_3 is accepted. This suggests that work-life balance has a favorable and considerable impact on long-term job success. The path coefficient value of 0.431 indicates that the stronger the perceived work-life balance, the higher the sustainable career of Balinese women who are married and opt to continue working.

Table 5.
Path Coefficients

Variable	Path Coefficient	T Statistics	P Values	Information
Career adaptability (X) → Work-life balance (M)	0.728	10.680	0.000	Accepted
Work-life balance (M) → Sustainable career (Y)	0.431	6.033	0.000	Accepted
Career adaptability (X) → Sustainable career (Y)	0.475	7.027	0.000	Accepted

Source: processed data, 2023

Furthermore, based on the presented path coefficients table, the results show that the career adaptability variable to a sustainable career has a path coefficient value of 0.475; the p-value is 0.000, and the t-statistic value (7.027) is greater than the t-table, indicating that the research hypothesis H_1 is accepted. This suggests that the professional adaptability variable has a strong favorable influence on a long-term career. The path coefficient value of 0.475 indicates that the better the career flexibility, the more durable the career for Balinese women who are married and choose to continue working.

Because all of the hypotheses were accepted, implying that career adaptability has a significant positive effect on sustainable careers, work-life balance has a significant positive effect on sustainable careers, and career adaptability has a significant positive effect on work-life balance, the researchers attempted to test whether work-life played a mediating role in this study. The computations are as follows.

$$\begin{aligned} \text{Indirect effect} &= \text{Coefficient } X \rightarrow M \times \text{coefficient } M \rightarrow Y \\ &= 0.728 \times 0.431 \\ &= 0.314 \dots \dots \dots (2) \end{aligned}$$

Based on the calculation above, the results obtained are an indirect influence of 0.314, which is smaller than the coefficient value of the direct influence of the career adaptability variable on sustainable career, which is 0.475; This suggests that the work-life balance variable does not mediate the relationship between career flexibility and long-term career success.

Table 6.
R-square and R Square Adjusted

Variable	R Square	R Square Adjusted
Sustainable career	0.709	0.706
Work-life balance	0.530	0.527

Source: processed data, 2023

Based on Table 6 the R-square adjusted value of the sustainable career variable is 0.706, which can be interpreted as meaning that 70.6% of the variability of the sustainable career variable is explained by career adaptability and work-life balance variables, while the remaining 29.4% is explained by variables outside the model used. Additionally, it can be deduced from the work-life balance variable's R-square value of 0.530 interpreted that career adaptability accounts for 53.0% of the variable's variability, with factors outside the model used accounting for the remaining 47.0%; The adjusted R-square value of sustainable career is greater than the R-square value of work life balance, this strengthens the reason that the work-life balance variable is not a mediating variable between career adaptability and sustainable career.

The results of this study indicate that increasing career adaptability will increase the sustainable career of every Balinese woman who is married and who decides to work. Career adaptability is an important component of a successful career (Lin and Jiang, 2023). Individuals with high career adaptability can quickly adapt to changing organizational policies, technology, or market demands in a

constantly changing work environment. This is in accordance with career construction theory which states that individuals who have high career flexibility will be able to achieve a sustainable career. Individuals with high career adaptability strive to continuously improve their competencies and skills. Having career success in the long term, causes individuals to continue to update their knowledge and skills in response to changes and market needs. Sustainable career often refers to looking for new job opportunities for the development and advancement of their careers. This causes individuals with high career adaptability to be more proactive in seeking new opportunities. While managing and planning a sustainable career may not always go according to plan without a hitch, career adaptability can help individuals to remain, and they perceive failure as an opportunity to learn and grow, not as an obstacle that stops their progress. When individuals are able to adapt well to a career, they tend to be motivated to continue developing and achieve success in a sustainable career.

Career adaptability is becoming increasingly important in this rapidly changing era for career survival and success. Individuals who can adapt to change, consistently acquire skills, seek new opportunities, and are resilient in facing obstacles will be able to build their sustainable careers. Balinese women's career adaptation to a complex societal culture requires a deep understanding of Balinese norms, values, and traditional culture. Balinese women who are able to adapt to their work enable them to achieve a sustainable career and effectively meet the needs of their family members. It is important to understand that adapting to a career in a complex culture requires time and patience. This process may be challenging, but it can also bring valuable personal development.

The results of this study are consistent with a study conducted by Magigio, et al., (2020) which states that solving work problems and dealing with current and future career changes requires career adaptability which is a talent for self-management, transactional, and flexibility. Research by Yen, et al., (2019) argues that a person's career adaptability affects the individual's career satisfaction. In addition, De Vos, et al., (2020) also argue that individuals with career competence and career adaptation are important elements in understanding sustainable careers, because they prepare themselves to care about future careers, are responsible for developing their careers, explore possible future career opportunities, and believe in the ability of individuals to successfully deal with their career-related problems. Individuals will feel more successful in pursuing their careers by using their adaptability, the relationship between career development and career adaptability can be very important in the context of the relationship to career success perceived (Al-Ghazali, 2020).

Career adaptability has an indirect impact on sustainable careers through proactive career behavior, according to research by Talluri et al. (2022). According to Talluri et al. (2022), persons with strong career adaptability will be able to make it easier to explore of new job opportunities, develop networks with the appropriate people, and invest in learning about relevant topics, all of which are crucial for advancing their sustainable careers. From the description that has been given, it can be concluded that career adaptability has a positive and significant influence on a sustainable career. This means that if a Balinese woman is married and has a career they have high career adaptability, they will also have high opportunities for a sustainable career. The career adaptability variable indicates that it has an important role in enhancing the sustainable careers of Balinese women who are married and have careers. Local governments and private organizations have a responsibility to implement policies that encourage diversity. These policies must address issues related to the dual roles of Balinese women, such as offering flexibility in working hours and maternity leave. Additionally, local governments in Bali play an important role in developing initiatives that encourage women's entrepreneurship, skills development, and training to increase their career flexibility. With the help of this program, women can better manage their professional transition and prepare for long-term employment.

The findings of this study suggest that career flexibility has a substantial impact on work-life balance. Balinese women who are married and choose to continue working report a better work-life

balance. Increasing career adaptability will enhance the work-life balance of all married Balinese women, even those who choose to work. This is consistent with career construct theory, which claims that persons with job flexibility contribute positively to life balance. The impact of career adaptability on work-life balance can help individuals achieve harmony between work and personal life. Career adaptability helps a person become more adaptable and open to changes in work and personal life. With an adaptive nature, individuals are better prepared to adapt to changes in the work environment, thereby reducing conflicts that can affect the balance between work-life balance. Career adaptability includes the capacity to understand the needs and values of a career. A good understanding of personal goals and values in a job allows one to set priorities more easily and is able to prioritize time effectively between work and personal life. Individuals who have high career adaptability will generally have high critical thinking skills. This capacity enables individuals to overcome challenges and impediments in striking a work-life balance. Individuals with strong professional flexibility tend to have lower levels of anxiety because they are more confident in tackling challenges. In general, professional flexibility is vital for establishing work-life balance. Individuals may achieve a work-life balance by adapting to changes in the workplace, allowing them to develop long-term career opportunities and overall well-being.

Positive career adaptability has a huge influence on women's work-life balance in Bali, a culturally varied island, and can assist Balinese women in overcoming present cultural hurdles. Having positive career adaptability helps women gain the skills and resilience needed to adjust to complex cultures. To sustain a career, they can learn how to navigate cultural norms and traditional roles. Despite the complexity and high traditional expectations of Balinese culture, career adaptability is a very useful tool to assist Balinese women in achieving their career goals and achieving a work-life balance that is in harmony with their cultural beliefs. This involves adapting, planning, and the ability to overcome unique challenges in a complex culture.

The findings of this study are congruent with a study done by Yang et al. (2019), which found that career adaptability is an essential determinant in work balance and employee welfare. Furthermore, Chen et al. (2020) stated that career adaptability can assist individuals in effectively adapting to changes when faced with problems at work and maintaining their capacity to balance their work, which will then affect their vital psychology to career success and achieve greater meaning in life. Based on the description provided, it can be stated that career adaptability has a good and significant impact on work-life balance. This indicates that if a Balinese woman is married and working, she has a high level of career adaptability and the capacity to maintain her work-life balance. The career adaptability variable suggests that it plays a key role in enhancing the work-life balance of married and career-oriented Balinese women. The availability of psychological support can aid Balinese women in overcoming difficulties to work-life balance. As a result, governments and HR managers should consider providing psychological support services to female employees.

The findings of this study show that work-life balance has a substantial impact on sustainable careers; enhancing work-life balance will improve the sustainable careers of Balinese women who are married and choose to work. This is consistent with career construct theory, which holds that individuals who maintain a healthy work-life balance are better equipped to continue their careers and achieve long-term success. Work-life balance refers to a married Balinese woman's balancing of her professional and personal life. One of the most essential attributes associated with long-term and sustained job success is the capacity to manage work and personal life. Work-life balance promotes the career growth of married Balinese women and their physical and mental well-being. When they are physically and psychologically healthy, they are more resilient to job setbacks and have enough energy to continue contributing sustainably. When individuals can lead balanced lives, they are happier with their lives and also feel more satisfied with their jobs. This can encourage them to continue and develop their careers for a long time to come. Balinese women with a good balance between work and personal life generally

get support from their family and social climate. This support enables Balinese women to be more confident in developing their careers and facing difficulties in the world of work. Women who can achieve a good work-life balance have stronger negotiation skills in terms of work flexibility, and opportunities for career development, and have a better work-life balance. This can help women achieve their sustainable careers when they are married. Married Balinese women who can maintain a balance between traditional roles in the family and their modern careers can understand and absorb Balinese cultural values better, will be able to deal with stress well, organize enough time for themselves and their families, tend to be more productive and focused in their work, and able to allocate time for the development of additional skills that can assist in enhancing their career opportunities.

The findings of this study are congruent with those of Najam et al. (2020), who found that work-life balance impacts individual behavior in obtaining career adaptability. Salahudin et al. (2021) discovered that those who have a good work-life balance are more likely to succeed at work than those who don't. Furthermore, Gift et al. (2023) discovered in their research that work-life balance has a substantial association with academic career success. According to the provided description, work-life balance has a good and significant impact on a long-term career. This suggests that if a Balinese woman is married and has a job that requires strong work-life balance skills, she is more likely to have a long-term career. The work-life balance variable reveals that it has a vital impact in improving the long-term careers of Balinese women who are married and work. Understanding the link between work-life balance and long-term careers allows government and organizational stakeholders to develop policies and initiatives that help women achieve higher well-being in both their professional and home lives. Furthermore, they may continue to monitor and analyze the performance of the policies and initiatives in place to ensure that they offer the promised advantages to women in Bali.

CONCLUSIONS AND SUGGESTIONS

Based on the findings of statistical testing and research discussion, the conclusions that can be derived from this study are as follows: Career flexibility has a good and substantial impact on long-term career development. This indicates that the more adaptable Balinese women who are married and still working are, the more durable their careers may be. Career flexibility improves work-life balance significantly. This suggests that the more adaptable married Balinese women are and continue to be, the better the work-life balance they may achieve. These findings are consistent with career construct theory. Work-life balance is extremely beneficial to a long-term career. This might be read as implying that the stronger the perceived work-life balance, the greater the career sustainability of married Balinese women who choose to continue working. The sample constraints of this study are based on Bali's geographical and cultural reach. This implies that the study's findings cannot be generalized to provide a complete picture of the phenomena. This study used a survey approach, which has the disadvantage of being susceptible to differences between respondents in filling out the survey and real existent situations. Aside from that, using the work-life balance variable as a mediating variable is not acceptable in this study. Furthermore, future research can employ a larger sample size by taking into account other supporting variables such as motivation characteristics, as well as the context of women's role perspectives in cultures and backgrounds other than those used in this study. Aside from that, more study may be conducted in other locations with significant cultures, such as Yogyakarta, Kalimantan, Samarinda, Sunda, Papua, Aceh, and others. To reduce disparities, future study might combine qualitative and quantitative methodologies.

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