Social Support and Career Maturity of Generation Z Experiencing Broken Homes

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Abstrak. *Generasi Z berada pada tahap eksplorasi karir, namun kondisi keluarga broken home dapat menghambat perkembangan psikososial dan kesiapan mereka dalam merencanakan masa depan. Dukungan sosial dipandang sebagai salah satu faktor penting yang dapat memperkuat kematangan karir. Penelitian ini bertujuan untuk mengetahui hubungan antara dukungan sosial dengan kematangan karir pada Generasi Z yang mengalami broken home di Daerah Istimewa Yogyakarta. Penelitian ini menggunakan metode kuantitatif korelasional dengan teknik purposive sampling. Subjek penelitian berjumlah 145 orang berusia 15–25 tahun yang mengalami broken home. Instrumen penelitian menggunakan skala dukungan sosial (Sarafino, 2011) dan skala kematangan karir (Super, 1978). Hasil analisis Spearman's rho menunjukkan adanya hubungan positif yang signifikan antara dukungan sosial dan kematangan karir (r = 0,408; p < 0,001). Temuan ini menunjukkan bahwa semakin tinggi dukungan sosial yang diterima, semakin tinggi pula tingkat kematangan karir individu.*

Kata kunci: Dukungan Sosial, Generasi Z, Kematangan Karir

Abstract. Generation Z is in the career exploration stage, but broken home family conditions can hinder their psychosocial development and readiness in planning for the future. Social support is seen as an important factor that can strengthen career maturity. This study aims to determine the relationship between social support and career maturity in Generation Z who experience broken homes in the Special Region of Yogyakarta. This study used a quantitative correlational method with a purposive sampling technique. The research subjects were 145 people aged 15–25 years who experienced broken homes. The research instrument used a social support scale (Sarafino, 2011; Prijayanti, 2015) and a career maturity scale (Super, 1978; Muniati, 2023). The results of Spearman's rho analysis showed a significant positive relationship between social support and career maturity (r = 0.408; p < 0.001). This finding indicates that the higher the social support received, the higher the level of individual career maturity.

Keywords: Career Maturity, Social Support, Z Generation

Generation Z is a demographic group in the career exploration phase and transitioning into the workforce. At this stage, career maturity is a crucial factor in determining realistic and stable future choices (Super, 1978). Career maturity is also defined as an individual's readiness to make well-considered career decisions (Dewi, 2021). However, some Generation Z members face serious obstacles due to dysfunctional or damaged family environments. A dysfunctional family environment can lower self-confidence, lead to confusion in future planning, and hinder psychosocial development (Humairah & Komalasari, 2024).

The phenomenon of broken homes is quite prominent in the Special Region of Yogyakarta. Although known as a student city, this province has a relatively high divorce rate and family disharmony (BPS DIY, 2023). This condition increases the vulnerability of young people to career immaturity. In situations like this, social support is a protective factor that can help individuals face psychosocial challenges. Social support has been shown to increase resilience (Otavia, Mariyanti, & Safitri, 2021). Social support can also reduce stress (Qur'ani & Syah, 2024). Furthermore, social support plays a role in helping individuals make career decisions (Prilyanti & Supriyantini, 2021).

According to Sarafino (2011), social support encompasses four main aspects: emotional support, instrumental support, informational support, and friendship support. These aspects enable individuals to feel valued, receive tangible assistance, have relevant sources of information, and gain a sense of community. Furthermore, Sarafino (2011) identifies factors influencing social support, including the recipient of support, the provider, and the composition or structure of the social network. In other words, the quality of social support is greatly influenced by who provides the support, how the recipient responds, and how the individual's social network is structured.

Meanwhile, career maturity in Super's (1978) career development theory is determined by five aspects: career planning, career exploration, decision-making, information about the world of work, and knowledge of desired occupations. These five aspects indicate the extent to which an individual possesses self-awareness, exploration skills, confidence in decision-making, and a realistic understanding of career choices. Super (1978) also emphasized the existence of factors influencing career maturity, which can be divided into internal and external factors. Internal factors include values, interests, talents, personality, and physical condition. Meanwhile, external factors include the social environment, socioeconomic status, education, and family influence. Thus, career maturity is determined not only by individual readiness, but also by the surrounding social context.

Various previous studies support the importance of the interaction between social support and career maturity. Family social support plays a role in increasing individual self-confidence (Ndari & Sawitri, 2022). Peer social support contributes to career exploration (Idaman, Syahrina, & Dewinda, 2021). Teacher social support has also been shown to influence students' career readiness (Astanu et al., 2022).

This research has both theoretical and practical contributions. Theoretically, it broadens understanding of the influence of social support on career maturity, particularly among Generation Z students experiencing broken homes. Practically, the research findings can serve as a reference for parents, educators, counselors, and policymakers to optimize the role of social support in helping young people prepare for the world of work. Thus, this research not only addresses a scientific gap but also provides concrete recommendations for youth development.

Based on the description above, this study aims to determine the relationship between social support and career maturity in Generation Z who experience broken homes in the Special Region of Yogyakarta. This study is expected to provide theoretical benefits in the form of enrichment of Social Psychology and Career Psychology literature, as well as practical benefits in the form of understanding for the younger generation about the importance of social support, input for parents and educators regarding the role of emotional and practical support, and recommendations for educational institutions and the community in facilitating the career development of the younger generation. The proposed hypotheses are: Ha, there is a relationship between social support and career maturity in Generation Z who experience broken homes; Ho, there is no relationship between social support and career maturity in Generation Z who experience broken homes.

METHODS

This study uses a quantitative approach with a correlational design to determine the relationship between social support and career maturity in Generation Z who experience broken homes. The independent variable in this study is social support, while the dependent variable is career maturity. The research subjects were selected using a purposive sampling technique based on certain criteria, namely being aged 17–26 years, domiciled in Yogyakarta, and coming from broken homes. The number of respondents who participated in this study was 145 people.

Social support was measured using a psychological scale compiled based on aspects of social support according to Sarafino, including emotional support, instrumental support, information support, and friendship support. Meanwhile, career maturity was measured using a Likert-shaped psychological scale compiled based on aspects of career maturity according to Super, namely career planning, career exploration, decision-making, information

on the world of work, and knowledge of the desired job. Both instruments have undergone validity and reliability testing processes with the results of the item validity coefficient >0.3 and the reliability coefficient (Cronbach's Alpha) in the high category.

Data collection was conducted through an online questionnaire using Google Forms distributed to respondents according to criteria. Respondents were asked to complete statements based on their personal circumstances, with the guarantee of anonymity. Data were analyzed using the Pearson Product Moment correlation test using SPSS. Prior to hypothesis testing, the data were first tested using assumption tests, including normality and linearity.

RESULTS

This study involved 145 Generation Z respondents aged 15–25 who experienced broken homes. Based on the descriptive analysis, the data distribution for the social support and career maturity variables is shown in Table 1.

Table 1. Data Categorization for Each Research Variable

Categorization	Social Support		Career Maturity	
	Frequency	Percentage (%)	Frequency	Percentage (%)
Very low	2	1.4%	2	1.4%
Low	15	10.3%	15	10.3%
Moderate	88	60.7%	67	46.2%
High	35	24.2%	56	38.7%
Very High	5	3.4%	5	3.4%
Total	**145**	**100%**	**145**	**100%**

The categorization results show that in the social support variable, the majority of respondents are in the medium category, as many as 88 people (60.7%). Respondents in the high category numbered 35 people (24.2%), while those included in the low category were 15 people (10.3%). Respondents in the very high category were 5 people (3.4%) and very low were 2 people (1.4%). In the career maturity variable, the majority of respondents were also in the medium category, as many as 67 people (46.2%). Furthermore, 56 people (38.7%) were in the high category, 15 people (10.3%) were in the low category, while the very high and very low categories were filled by 5 people (3.4%) and 2 people (1.4%), respectively. In general, these results indicate that the majority of respondents have levels of social support and career maturity in the medium to high category, with only a small portion being in the very low or very high category.

Table 2. Spearman's rho Test

Variable	*Correlation Coefficient*	Sig. (2-tailed)	Interpretation
Career Maturity with Social Support	0.408	<0,001	There is a Positive Relationship

Furthermore, a hypothesis test was conducted using a non-parametric correlation technique, obtaining an r value of 0.408 with a significance of p = 0.000 (p < 0.05). These results indicate a significant positive relationship between social support and career maturity in Generation Z who experience broken homes. Thus, the alternative hypothesis (Ha) is accepted, and the null hypothesis (Ho) is rejected. The interpretation of these results is that the higher the social support received, the higher the individual's level of career maturity.

DISCUSSION

The results of this study indicate a significant positive relationship between social support and career maturity in Generation Z who come from broken homes. This finding indicates that the higher the social support an individual receives, the more mature their career development will be. This aligns with Super's career development theory (Sharf, 2013), which states that career maturity is an individual's readiness to face career development tasks, including career planning, exploration, and decision-making.

Social support, as explained by Sarafino (2011), includes emotional, instrumental, informational, and friendship support. These four aspects play a crucial role in helping individuals cope with stress and increasing self-confidence in choosing and preparing for a career. Hurlock (2012) adds that support from the social environment is crucial during adolescence because it can guide individuals toward successfully completing developmental tasks, one of which is career maturity.

Previous research also supports these findings. Wulan Ndari and Sawitri's (2022) study found a positive relationship between social support and adolescent career maturity. Similarly, Otavia, Mariyanti, and Safitri (2021) demonstrated that social support contributes to the clarity of students' career goals. Idaman, Syahrina, and Dewinda (2021) also confirmed that social support helps individuals make more informed career decisions.

This research finding is further supported by Meli and Prawita (2024), who explain that social support increases self-confidence, thus facilitating individual career exploration. Another study by Sugiyono (2017) emphasizes the importance of social environmental factors

in shaping individual behavior, including career path determination. This is even more relevant when compared to the situation of adolescents from broken homes, who tend to lack full support from their immediate family, making the social environment more dominant.

Furthermore, Hadi's (2019) research shows that peer social support can reduce anxiety when facing career choices. Similar research by Rachmawati (2018) found that teacher support is associated with career maturity in vocational high school students. Thus, social support from various sources plays a significant role in individual career development. When compared with the results of this study, most previous findings consistently demonstrate that social support is a crucial factor in achieving career maturity. The small differences that emerge typically lie in variations in the dominant source of support, such as support from parents, teachers, or peers. However, overall, social support has been shown to be a protective factor that helps individuals overcome developmental barriers, particularly for those from broken homes.

Thus, this study strengthens Super's (1978) theory and Sarafino's (2011) concept of social support, and is supported by various previous studies. Theoretically, these findings confirm the important role of social support in career development. Practically, the research findings recommend the importance of strengthening social support-based career guidance and counseling programs in schools and universities to help the younger generation.

CONCLUSION AND IMPLICATION

The results of this study indicate a significant positive relationship between social support and career maturity in Generation Z who experience broken homes (r = 0.408; p < 0.001). This means that the higher the social support an individual receives, the more mature their career development will be. This finding emphasizes the important role of emotional, instrumental, informational, and friendship support in facilitating individual career readiness during the transition to adulthood. This study also strengthens Super's career development theory and Sarafino's social support theory, and is consistent with previous research that emphasizes the contribution of social support to career development.

Based on these conclusions, recommendations include the need to optimize social support from the surrounding environment, especially for young people from broken homes. Education practitioners and career counselors are expected to provide guidance services that emphasize the importance of career exploration and realistic decision-making through the use

of social support. For parents or caregivers, even in families with broken families, emotional support is still needed to boost children's self-confidence. Further research can be conducted involving mediating or moderating variables, such as resilience or self-efficacy, to provide a more comprehensive understanding of the factors influencing career maturity. Furthermore, theory development can be directed to different sociocultural contexts to increase the universal relevance of the findings.

Authors' contributions: Author 1 designed the study, developed the instruments, and conducted the data collection. Author 1 also conducted data analysis and wrote the initial draft of the manuscript. Author 2 provided input, guidance, and revisions to the research design, analysis, and manuscript preparation. All authors have read and approved the final version of the manuscript.

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