

Career Adaptability of Accounting Profession Toward the Era of Society 5.0

¹Grace T. Pontoh, ²Mediaty*, ³Muhammad Irdam Ferdiansyah, ⁴Haniek Khoirunnisa Baja, ⁵Ria Mardiana Y., ⁶Ingrid Nurtanio, ⁷Johnny Jermias, ⁸Verina Halim S., ⁹Ferry Christian, ¹⁰Erni Cahyani Ibrahim, ¹¹Vierly Ananta Upa, ¹²Hajrah Hamzah

^{1,2,3,4,5,6,9,10,11,12}Hasanuddin University, South Sulawesi, Indonesia

⁷Simon Fraser University

⁸Ubaya University

How to cite this article: Grace T. Pontoh, Mediaty*, Muhammad Irdam Ferdiansyah, Haniek Khoirunnisa Baja, Ria Mardiana Y., Ingrid Nurtanio, Johnny Jermias, Verina Halim S., Ferry Christian, Erni Cahyani Ibrahim, Vierly Ananta Upa, Hajrah Hamzah (2024) Career Adaptability of Accounting Profession Toward the Era of Society 5.0. *Library Progress International*, 44(3), 16012-16025

ABSTRACT

This article identifies factors that influence career adaptability of accounting profession in the Society 5.0 era. A literature review is a method used with the publish or perish application that helps to detect articles in reputable international journals indexed by Scopus Q1-Q4 published in 2013-2023 related to career adaptability. The results show that several factors influence career adaptability, they are age and gender, self-esteem, individual abilities, attitudes and personality traits, work environment, technological developments, and career support. Based on these factors consideration that the strategic position of accountants in managing company financial information, career adaptability factors for accountants in the Society 5.0 era were found, which are divided into internal factors and external factors, namely self-esteem, individual abilities, and proactive personality as internal factors and mastery of technology and career support as external factors. This study produces a conceptual model of career adaptability for accountants facing the Society 5.0 era, which provides a strong foundation for future research on the role of accountants who are not replaced by technology and are still needed in the Society 5.0 era.

KEYWORDS: Accountant, Accounting Profession, Career Adaptability, Revolution, Society 5.0 Era.

1. Introduction

In 2016, the Japanese government declared "The Five Basic Strategies for Technology and Science," signaling the era Society 5.0 (Rojas et al., 2021). Japan anticipates more advancements in the fields of intellectual property, global standardization, and construction technology systems (Hayashi et al., 2017; Ferreira & Serpa, 2018). These innovations will serve as Japan's competitiveness becoming a super smart society.

According to a study by Potočan et al. (2020), the Cyber-Physical System model introduced by Industry 4.0 and Industry 5.0 has given rise to the new era of Society 5.0, which links the interactions of people, objects, human subjects, and technology in sophisticated cyberspace environments (Shiroishi et al., 2018; Keidanren, 2019). Costa (2018) asserts that there are certain similarities between Industry 4.0 and Society 5.0. Whereas Society 5.0 is all about placing people at the center of innovation, Industry 4.0 is focused on production. Furthermore, by emphasizing technology's contribution to sustainability, social responsibility, and quality of life, Society 5.0 builds on the impact of Industry 4.0 and technology (Serpanos, 2018; Ferreira & Serpa, 2018). According to Ferreira and Serpa (2018), the main objective of Society 5.0 is to work on the personal satisfaction of society by using the capabilities of Industry 4.0.

The progress of Industry 4.0 has accelerated the globalization of computerization which affects all business activities such as robots, computerization, and other robotization. Work is changing from being done manually to technologically because of this technological change, which makes work easier and faster to get results efficiently. This technological development will have an impact on various professions and their work, it is necessary to have open-mindedness and an attitude of innovation to adapt to the times. According to Krahel and Titera (2015) research, technological advancements make professional sectors that have not been able to adapt to the use of technology vulnerable. The 2020 World Monetary

Gathering (WEF) report anticipated that the quantity of labour will diminish from 67% to 53%. The accounting profession, including auditors and accountants, is one of those that will be affected by technological advancements (Yarow, 2014). According to Yarow (2014), in the next 20 years, there is 94% possibility that the work of the accountant and auditor profession will be replaced by robots or computers. Adaptability is an important skill that must be performed by accountants and is one of the requirements needed by accountants to survive in the face of technological developments.

Super (1974) introduced the notion of career adaptability in relation to adaptability. Career adaptability, according to Tolentino et al. (2014), is a self-guidance talent that people can utilize to tackle odd, complicated, and ambiguous challenges that result from duties related to professional progress, job changes, and job trauma. According to Porfeli & Savickas (2012) and Ginevra et al. (2018), job vacancies offer people the chance to expand, enhance, and recognize their own ideas in competent positions, thus improving work-life balance, enhancing life satisfaction, and developing their professional networks. Career adaptability can help accountants to evaluate changes that occur and make adjustments to their careers. According to study findings about what influences a person's ability to adjust to his career, there are a number of factors that influence career adaptability (Table 1).

Table 1. Factors Affecting Career Adaptability

Author's Name	Factors
Harry & Coetzee (2013); Zacher (2014a); Harry & Malepane (2021)	Age & gender
Gori et al. (2022); Bocciardi et al. (2017)	Self-esteem
Rudolph et al. (2017); Bocciardi et al. (2017)	Self-efficacy
Federici et al. (2019); Zhang et al. (2019)	Job crafting & work engagement
Dong et al. (2020); Haenggli & Hirschi (2020)	Career resources
Omar & Tajudeen (2020); AlKhemeiri et al. (2020)	Career competencies
Coetzee & Harry (2014a); Harry (2017); Parmentier et al. (2019); Harry & Malepane (2021)	Emotional intelligence
De Vos et al. (2020); Haenggli & Hirschi (2020); Lee et al. (2021)	Proactive personality
McLennan et al. (2017); Delle & Searle (2020)	Career optimism
Zacher (2014a); Zhu et al. (2019); Mirković et al. (2020); Nguyen et al. (2021); Chouhan (2022)	Career satisfaction
Maggiori et al. (2013); Zacher (2014a)	Professional well-being
Guan et al. (2015); Haenggli & Hirschi (2020)	Salary
Santra & Giri (2019); Dong et al. (2020); Rasheed et al. (2020); Orié & Semeijn (2021)	Turnover intention
Rainie & Anderson (2017); Moll & Yigitbasioglu (2019); World Economic Forum (2020); Kruskopf et al. (2020)	Technology
Karatepe & Olugbade (2016); Schuesslbauer et al. (2017); Affum-Osei et al. (2019); Delle & Searle (2020); Takawira (2020)	Work social support

2. Objectives

This research focuses on career adaptability of the accounting profession. Together with aiding in future research observations, this study also assists the accounting profession in comprehending the ideas, effects, and aspects that affect career adaptability. Following the introduction, the second half of this study discusses the literature review and the third section deals with the study's methodology. The fourth section explores the elements that affect career adaptability based on the study's findings. The fifth section explores the evolution of accounting careers as a result of technology and how accountants have adapted to the era of Society 5.0. The sixth section provides recommendations and concludes.

3. Scope and Methodology

The study of career adaptability has emerged as a significant area of current research on the impact of career adaptability

and development on individual employment. Consequently, in recent years, career adaptability has emerged as one of the most sought-after and engaging research topics. In addition to being helpful for upcoming research, knowing and grasping the most recent developments in career adaptability is also necessary in order to identify career adaptability elements that have not yet been explored in studies. This study employs a systematic literature review. With this approach, all pertinent research for the problem formulation or study topic may be found, assessed, and understood (Calderón & Ruiz, 2015). The researchers searched for journals with topic areas on career adaptability using publish or perish software which was designed to help analyzing the collected data and obtained 161 journals. The researchers use career adaptability research journals that are published in journal indexed by Scopus Q1 – Q4 from 2013-2023. The journals reviewed according to criteria related to the topic of this study of career adaptability in individual work and obtained 48 journals that are suitable for analyzing the factors that influence career adaptability in individual work. The next section provides a discussion of the findings of the analysis.

4. Literature Review

The concept of career maturity, as outlined by Super (1974) within the context of career development theory, serves as the foundation for the notion of career adaptability. Furthermore, the notion was reintroduced by Super and Knasel (1981), who employed a set of criteria to assess career adaptability capacity, including autonomy, exploration and formation, work values and the significance of work, future planning or viewpoint, and experience-based and evaluative decision-making. Additionally, Super and Knasel (1981) offer a more thorough Adult Career Adaptability Model with five dimensions: exploration, knowledge, planning, reality orientation, and decision-making. Furthermore, career adaptability has three main categories, per Savickas (1997): a deliberate approach, an examination of oneself and one's surroundings, and an adaptive decision. Savickas (2005) further refines the theoretical framework of career adaptability by employing four dimensions: control, curiosity, concern, and confidence.

Career adaptability, according to Porfeli and Savickas (2012), is a strength and self-regulation capacity that may be used while dealing with novel, challenging, and complex issues pertaining to the phases of career development, job transition, and trauma at work. The attitudes, abilities, behaviors, or personal resources that people employ to address current and future work-related issues and tasks are referred to as their current career capabilities. Additionally, career adaptability can vary on occasion and depending on the situation.

The capacity to accommodate positive, seamless changes and to maintain a healthy equilibrium in one's professional life while navigating transient changes is referred to as career adaptability (Chen et al., 2020). It is evident from the notion of career development that career adaptability places a strong emphasis on how people interact with their environment and the necessity of focusing on the difficulties that people encounter in their professions. Consequently, an individual's psychological capacity to maintain a work-life balance in the face of challenges and changes in their occupational role can be employed to define career adaptability. Interaction with one's surroundings can help one build career adaptability, which is a skill that helps one grow (Chen et al., 2020).

In the context of the advent of Society 5.0, there is a discernible shift in the way people live their lives. As outlined by Deguchi et al. (2020), Society 5.0 represents a unified system within society that aims to ensure the convenience of all aspects of life, including employment and education. The utilisation of artificial intelligence (AI) and other cutting-edge information and communication technologies (ICT) is employed to achieve this objective. The information technology landscape is entering a new phase with the advancements brought about by the Society 5.0 era. These modifications are transforming the way people operate, enabling faster and more effective productivity. The current era of digitalisation will affect a number of occupations, including that of the auditor and accountant. By embracing career adaptability, the accounting profession can ensure that it remains relevant and effective in its work by keeping abreast of the latest developments in accounting technology and practices. Consequently, career adaptability represents a crucial factor for the accounting profession to effectively address the challenges and opportunities presented by the era of Society 5.0.

5. Result and Discussion

4.1. Factors Affecting Career Adaptability

Career adaptability is a person's capacity and actions to adapt to changes in modern times. To determine which factors can influence the adaptation of an accountant's career adaptability, the researchers first conduct a review analysis of journals

that examine career adaptability based on the method that was described above. This study found that there are several general factors that affect individual abilities in carrying out career adaptability.

4.1.1. Age and Gender

The capacity of an individual to adapt to challenges and changes in their occupational role is influenced by a number of factors, including age and gender. According to Harry and Coetzee (2013), burnout levels have no discernible impact on the coherence-career adaptability link, although age, gender, and meaningfulness predict career adaptability abilities. Moreover, gender strongly influences professional adaptability abilities, with women demonstrating better levels of career adaptability than men, according to a study conducted by Coetzee and Harry (2014b). Zacher (2014a) found that age and future temporal focus have an impact on changes in professional adaptation skills. These research emphasise how crucial it is to take into account variables like age, gender, and significance while determining and enhancing one's professional adaptability. The outcomes of the study also confirmed the differences in adaptability between women and men. In addition, this study provides further understanding of the impact of age and future orientation on individual career adaptability. This information can be useful in developing effective career management strategies for the profession.

4.1.2. Self-Esteem

Self-esteem research (Rudolph et al., 2017) indicates that proactive personality, self-esteem, orientation towards the future, hope, and optimism are all substantially correlated with career adaptability. Furthermore, career adaptability provides purpose to life and can regulate the relationship between specific characteristics like self-esteem (Gori et al., 2022). The association between organisational citizenship behaviour (OCB) and core self-evaluation (CSE) can be mediated by career adaptability abilities, according to Xu and Yu's research (2021), where ethical leadership also indirectly influences the relationship. Xu and Yu (2021) have demonstrated that ethical leadership functions as a moderator in the relationship between core self-evaluation and career adaptability skills. The findings of these studies suggest that career adaptability is a crucial factor in linking psychological variables such as self-esteem, core self-evaluation, proactive personality, and optimism with organisational behaviour, including organisational citizenship behaviour. Consequently, this study offers valuable insights into the relationship between psychological factors and career adaptability, as well as their impact on workplace behaviour.

4.1.3. Individual Abilities

Based on the results of the previous study, career adaptability and several factors of career success have a complex relationship. Career adaptability ability is positively connected with job happiness, yearly salary, and supervisors' judgements of one's performance on the job, and it predicts perceived job qualities (Haibo et al., 2017). A person who feels positively about their employment because of their pay, career opportunities, and job itself is said to be in a state of job satisfaction (Mohyi, 2021). It demonstrates how someone feels about a task completed in accordance with expectations, desires, and thoughts (Jufrizen & Pratiwi, 2021). Additionally, it is anticipated that workers who perceive themselves as successful in their careers and employment will have a positive assessment of their professional accomplishments (Mirković et al., 2020) and self-efficacy in their work and education (Bocciardi et al., 2017). Likewise, job creates a positive connection between career adaptability (Federici et al., 2019; Zhang et al., 2019) and work engagement (Federici et al., 2019) and attitudes to seek psychological professional help, serves as a mediator between career adaptability capabilities and the behavior of actively seeking employment (Lim et al., 2019). Other career resources, such as success in a career are strongly correlated with knowledge and skills (Dong et al., 2020; Haenggli & Hirschi, 2020) and also have innovative behavior (Abukhait et al., 2020). Other studies show that career competencies (Omar & Tajudeen, 2020; AlKhemeiri et al., 2020) are important factors in achieving career advancement and life satisfaction, namely through training programs that build concern, control, curiosity, and confidence. According to Chouhan (2022), deep knowledge of career adaptability can assist human resources in directing increasingly diverse career paths and increasing life satisfaction. Individual ability shows the importance of career adaptability and related factors in achieving career success and life satisfaction. This information can provide guidance in developing career management strategies and programs that are effective and have a positive impact on individuals in a constantly changing work environment.

4.1.4. Individual Attitudes and Personality Traits

The findings of the examined research clarify how a person's attitudes and personality characteristics affect their capacity for job adaptability. The capacity to comprehend individuals and their careers in a nuanced manner, as well as the ability

to adapt to changing circumstances, is significantly enhanced by the ability to regulate one's emotions and to appreciate individuals at a more profound level. (Coetzee & Harry, 2014a; Harry, 2017; Parmentier et al., 2019). A study by Harry and Malepane (2021) found that male employees will be more adept at adjusting to their employment if they can identify, utilize, and control their emotions. Building a positive individual personality that predicts job success and vocational adaptability also requires a strong foundation in personal concern and trust (Zacher, 2014b). Professional effectiveness and significance (Harry, 2017), personality traits and intrapreneurship (Woo, 2018), proactive personality (De Vos et al., 2020; Haenggli & Hirschi, 2020; Lee et al., 2021), and positive orientation toward the future (Green et al., 2023) are also factors that influence career adaptability. The results of these studies highlight the importance of understanding and recognizing attitudes, personality, and individual characteristics in the context of their careers. These studies provide insight into the psychological factors that influence individual career adaptability and assist in developing career management strategies that are more effective and in accordance with individual needs. By understanding these factors, human resources and organizations can optimize employee potential and create a work environment that supports career growth and success.

4.1.5. Work Environment

A plethora of research on the workplace has demonstrated that numerous factors, including career satisfaction, performance, remuneration, intention to leave, and well-being, all have an impact on the environment of career adaptability. In order to ensure the delivery of quality service by employees, there is a need to empower them and create a pleasant work atmosphere (Rihayana et al., 2021). Chen et al. (2020) posit that an individual's capacity for interaction with their surroundings is what enables them to change and advance. Empirical evidence indicates that professional performance (Zacher, 2014a; Safavi & Karatepe, 2018) and career adaptability (Zacher, 2014a; Zhu et al., 2019; Nguyen et al., 2021) are positively correlated with overall career satisfaction. Career concern plays a significant role in determining the satisfaction of participants with work-life balance, opportunities for training and development, career options, and job features (Coetzee & Stoltz, 2015). In addition, career adaptability is a significant predictor of salary (Guan et al., 2015; Haenggli & Hirschi, 2020), while career satisfaction is a key factor influencing turnover intention (Guan et al., 2015; Wang et al., 2022). Moreover, career satisfaction is positively correlated with career adaptability (Santra & Giri, 2019; Dong et al., 2020; Orie & Semeijn, 2021). Nevertheless, career concern is associated with an increase in the intention to switch careers (Santra & Giri, 2019). The mediating role of career adaptability in the relationship between professional insecurity, job strain, and the outcome of well-being has been demonstrated by Maggiori et al. (2013). It can be posited that employee career satisfaction will rise when employees are better able to adapt to career shocks. Furthermore, career adaptability moderates the relationship between career shock and turnover intention (Nauman et al., 2021). The findings of these studies underscore the significance of career satisfaction, career adaptability, and individual interactions with their environment in attaining career success and well-being in the workplace. This information can assist organizations in identifying and developing effective strategies to optimize the potential of employees and enhance their satisfaction and productivity in the workplace.

4.1.6. Technological Developments

According to Rainie and Anderson (2017), technology has affected people's ability to adjust to changing careers. Furthermore, as evidenced by the World Economic Forum (2020), career adaptability is becoming increasingly important to update with the changes in job market demands and increase the competitiveness of workers in the digital era. According to Zhang et al. (2019), work experience related to automation technology has a moderating effect on an individual's long-term career adjustment. The digital/internet era is responsible for the current advancements in technological automation (Moll & Yigitbasioglu, 2019). According to Kruskopf et al. (2020), a key component of the work that accountants and auditors will do will be the use of advanced technology to analyze, report, and produce the desired outputs. According to The Association of Chartered Accountant (ACCA)'s research from 2020, 89% of respondents believe that digital skills are very important for the accounting and finance profession. As professionals in finance and accounting, it is essential to acknowledge that digital skills are an essential part of the workplace and to accept the ongoing demand for them. Technological developments that occur emphasize the importance of recognizing and preparing for careers and jobs. With the increasing use of technology in various industries, career adaptability is the key to maintaining competitiveness and success in the current and future digital era.

4.1.7. Career Support

Research indicates that social support—particularly that which comes from superiors and colleagues—has a significant

impact on career adaptability. Furthermore, organizational support, particularly that which takes the form of perceived organizational support (POS), can reinforce career satisfaction and adaptability (Takawira, 2020), as well as ambidextrous behavior and service performance in both male and female employees (Affum-Osei et al., 2019). Furthermore, career optimism is connected with career adaptability and inspirational motivation from leaders (McLennan et al., 2017; Delle & Searle, 2020). Career adaptability is significantly correlated with both career satisfaction and promotability (Chan et al., 2016). The connection between career adaptability and turnover intention is mediated by job satisfaction and promotability. Lastly, daily conscientiousness is a favourable predictor of daily career adaptability. These studies highlight the importance of career support, including social and organizational support, in helping individuals adapt to change and improve their career adaptability. Factors such as inspirational motivation from leaders, career optimism, career satisfaction, and promotional abilities also play a role in influencing individual career adaptability. In addition, this research shows that everyday aspects such as job demands, autonomy, awareness, and openness also contribute to individual career adaptability. This can assist organizations in establishing effective career management strategies and creating a work environment that supports employee career growth and success.

6. Findings

5.1. Accountants' Career Adaptability in Society 5.0

In this section, it describes a conceptual model regarding the factors that influence career adaptability for accountants based on research results. A number of pertinent factors influence career adaptability in the accounting field, keeping in mind that an accountant's strategic position within an organisation is crucial due to their pivotal role in the management of financial information. In the modern period of society, accountants' career adaptability is influenced by several factors. Individual characteristics such as self-worth, aptitude, and proactive nature make up the category of internal factors. External variables include things like career support for accountants and technical advancements that are connected to the environment outside of the individual. The following is the conceptual model of the accountant's career adaptability.



Figure 1. Conceptual Model of Accountant Profession's Career Adaptability

5.2. Accountant Internal Career Adaptability Factors

Personal initiative, self-worth, and aptitude are examples of internal factors. A solitary good opinion of oneself is the first definition of self-esteem (Rosenberg, 1965). The degree to which individuals value and feel proud of themselves is a key indicator of their sense of self-worth. People who have low self-esteem frequently doubt their skills and value, while people who have high self-esteem typically believe they are deserving and competent (Harter, 1990). In essence, self-esteem is a personal judgment of one's own worth and accomplishments that is mirrored in both one's evaluation of oneself and how others see us. Gori et al. (2022) and Rudolph et al. (2017) stated that career adaptability can be impacted by self-esteem. An accountant who has positive self-esteem will feel confident and eager to develop their skills and knowledge and achieve their desired career goals. Additionally, accountants must be able to change with the times in the ever-evolving accounting industry, and will help an accountant acquire new knowledge and develop new skills needed in dealing with rapid industry changes and work environment.

Second, an accountant's career adaptability is significantly influenced by individual aptitude variables. The relationship between career adaptation skills and work involvement is mediated by job crafting, according to research by Federici et al. (2019). This is because job crafting is fuelled by a high level of career adaptability skills. Bocciardi et al. (2017) stated that career adaptability is impacted by workplace self-efficacy. According to other research (Omar & Tajudeen, 2020; AlKhemeiri et al., 2020), career competency is crucial for advancing in one's career. An accountant needs to have the

necessary accounting knowledge and abilities to be able to adjust to changes and job demands. In addition to possessing analytical skills that allow them to identify problems and suggest workable solutions. Accountants also need to be able to work swiftly. Additionally, accountants must be able to quickly adjust to shifting career demands and industry shifts. Those accountants who are able to adapt to changing circumstances and environments will be more likely to achieve career success.

Third, a key component impacting the development of job adaptability is the proactive personality trait. Proactive individuals who embrace change are more adaptable, open, and successful career managers than those who take their surroundings at face value. According to Lee et al. (2021), employees who adopt a proactive approach can thus actively contribute to molding the work environment and developing resources for career adaptability. An accountant's capacity to adjust during their career may be influenced by their proactive nature. According to Jiang (2017), accountants need to have a proactive personality in order to advance in their careers. Proactive accountants often have the capacity to take the initiative, think outside the box, solve challenges imaginatively, and devise clear strategies and goals. These skills can be beneficial. Therefore, it is important for an accountant to have a proactive personality and develop their proactive skills for success in an accounting profession that is constantly evolving.

5.3. External Factors Accountant Career Adaptability

The external factor of the accountant adapting is the presence of technological developments and support for the accountant's career at work. Technological developments have affected many fields of work, including accounting. In this case, technology has changed the way accountants work and require them to make a career change. Accountants need to develop technological and leadership skills. According to the Institute of Chartered Accountants in England and Wales (ICAEW, 2018), when business needs change, all professions must be able to adapt. Accountants will need to be more skilled in data and technology, able to think critically, and flexible. In business practice, accounting organizations always innovate to increase value. Quality will become increasingly important to all partners involved, including the accounting profession. According to the ACCA report (2020), for accounting and finance professionals to remain relevant to the current and future workplace, they must have significant opportunities to leverage their existing skills and develop digital skills. In the digitalized future, it is very important for us to respect the needs that exist. In the context of the Society 5.0 era, accountants occupy a pivotal position, as they are well-positioned to facilitate the monitoring and analysis of financial and business data generated by advanced innovations. Additionally, accountants can offer companies and organizations strategic guidance on how to use digital technologies to achieve their objectives.

Technological advancements have made it possible to automate accounting procedures that were previously carried out by hand and have also helped to improve report management. In the future, accountants and auditors will employ artificial intelligence and contemporary information systems to report, analyse, and create optimal outcomes, according to Kruskopf et al. (2020). For prospective future accountants and auditors, Kruskopf et al. (2020) attempt to characterize particular accounting-related jobs as follows.

Table 2. The Example of Future Work in Accounting

Cloud Accounting Specialist	Data Security Accountant	Fintech City Planner Accountant
Fintech Accountant	Blockchain Accountant	Healthcare Accountant
Cybercrime Accountant	Historical Accounting Analyst	Strategic Accounting Analyst
System Integrator	Analytics Teacher	

Source: Kruskopf et al. (2020)

According to Moll and Yigitbasioglu (2019), accountants must develop skills in analyzing data and utilizing technologies for data to help them make better decisions and provide added value to their clients. This technology has the potential to disrupt work in the future for researchers and accountants (Cooper, 2017).

The use of cloud computing can make it easier for accountants to record transactions because cloud computing can be accessed from anywhere and can be integrated with supplier databases. The use of cloud computing allows external users (who have received authorization) to access real-time financial reports (Ali, 2020). There is a clear need for further research

into the ways in which professional organisations modify their programmes in order to equip their members with the requisite skills to assist businesses in transitioning to a cloud delivery model. There is a lot of evidence that professional organizations like ICAEW (2018) and ACCA (2020) want to keep their relevance by making sure that their members keep up with new technology and how it affects the workplace.

Big data is a company data asset that has four V characteristics, namely volume, velocity, variety, and veracity. The size of extremely large amounts of data is known as volume (Ali, 2020). Big data has implications for increasing the benefits of existing data by using business/data analytics. Big data allows management to make decisions based on data not intuition, which in turn can drastically change the way organizations manage their business (McAfee & Brynjolfsson, 2012).

Ali (2020) suggests that blockchain technology can cut trading costs, speed up transaction processing, reduce fraud risk, make transactions more auditable, and make supervision work better. PwC (2016) considers blockchain as: ‘the next-generation business process improvement software to structurally alter shared practices between customers, competitors, and suppliers. The same thing was expressed by Deloitte (2016) who hoped that blockchain would increase cooperation between business entities and individuals, data and business processes that are transparent, and ultimately increase economic productivity and sustainability. The term blockchain refers to a distributed database of records, or public ledgers of all digital transactions or events that have been carried out and shared among participants, or a distributed database of records (Chartered Professional Accountants Canada [CPA Canada], 2017). Blockchain transactions are validated and resolved quickly and automatically without any intervention from any centralized authority, which is why another name for blockchains is distributed ledger.

AI is developed to enhance or mimic human intelligence in terms of analytical and decision-making abilities. AI can access financial information from various business units to make analysis of the latest financial performance as well as make predictive analysis needed by users of financial reports in making decisions.

One of the behavioral changes that must be made by accountants in the era of Society 5.0 is to further develop innovation capabilities and digitize data. Accountants must be familiar with the different types of accounting software available, and be able to use these applications properly, so they can provide businesses with accurate information and advice and they must also be able to understand data analysis. Organizations should put a portion of their profits into creating software for bookkeeping systems, developing human resources, and preparing accountants to use the applications (Jasim & Raewf, 2020). According to Greenman's research (2017) it shows that employees need to further develop their abilities given the developments that occur in the field. Accountants are forced to adjust or risk losing their positions. The revolution changed the activities related to management accounting and finance. In the future, the accountant's duties will be more precise and detailed because of the ability of computers to process the necessary data, so that managers can focus more on planning and providing information for decision-making. The amount of information that will be available will most likely be a challenge for accountants. It is the work of accountants that requires them to know relevant and significant information to make decisions. This effort requires strong relational skills to be able to share information clearly.

The future accountant's task is to be able to manage and choose the relevant data for AI application training. Because accounting-based business decisions such as “make or buy” and “vendor selection” are becoming increasingly complex and require an expert in these tasks. The quality of data sets used to train AI solutions will be easily validated, maintained, and ethically considered by accountants (Anderson & Anderson, 2011).

In addition to the ability to master technology, accountant work also needs to be supported by leaders and colleagues in carrying out accountant work tasks. Research shows career support influences career adaptability through social support, especially support from colleagues, and superiors, and organizationally, especially in the form of perceived organizational support (POS) and promotions can increase adaptability, career flexibility, and career satisfaction (Karatepe & Olugbade, 2016; Chan et al., 2016; Takawira, 2020). Having career support from leaders and colleagues can influence the career adaptability of an accountant by increasing skills and competencies, motivating and improving performance, and increasing job satisfaction. Therefore, it is important that organizations provide adequate career support to their accountants, to assist them in achieving their career objectives and adapting to workplace changes.

In the digital era, the way accountants work has changed to prepare for the impact of the industrial revolution, policymakers, businesses, and employees must identify barriers and develop strategies that can adapt to changing environments. They must also understand employee behavior when making short-term job adjustments and planning long-term career development. In dealing with these changes, career support provided by the leadership can assist accountants in adapting themselves. Leaders need to provide accountants with training and development opportunities in the technology related to their work. The need for collaboration between accountants and other professionals in the organization. This can enable the transfer of knowledge and experience in dealing with technological change. Collaboration can also help accountants understand how technology can be applied effectively in their work. Strong career support from the leadership for accountants in dealing with technological developments can help minimize the uncertainty and anxiety that may arise. Through training and collaboration, you can create a work environment that supports the growth and adaptation of accountants' careers in the ever-evolving digital era.

5.4. Career Availability Increases Job Satisfaction and Performance

Career adaptability plays an important role in increasing one's job or career satisfaction (Nguyen et al., 2021; Zacher, 2014a; Zhu et al., 2019). People tend to be better prepared to face challenges and are more satisfied with their jobs when they can adapt to change. Career flexibility allows a person to seek new opportunities and develop a career path that suits their inclinations and abilities, which generally increases satisfaction. Career adaptability also has an impact on individual career performance at work (Safavi & Karatepe, 2018; Zacher, 2014b). People who can adapt to change will often be better able to manage complex jobs and get them done better. They can intelligently make corrections to overcome difficulties as they arise and apply effective techniques to achieve career goals. Individuals with career adaptability can also improve their overall performance by continuing to develop their competencies in response to changes in the workplace (AlKhemeiri et al., 2020, Omar & Tajudeen, 2020).

7. Conclusion

Digital technology is integrated into human life in the Society 5.0 era. This era requires adaptation from various sectors of work to meet the demands of an increasingly complex and diverse society. In the Society 5.0 era, one of the professions that will be affected is the accounting profession. This study discovered, after conducting a literature review, that several factors affect an individual's capacity for career adaptability consisting of age, gender, self-esteem, individual abilities, attitudes and personality traits, work environment, technological developments, and support career in the work environment. Based on these factors' findings from a study, it produces a conceptual model regarding the factors that influence career adaptability for accountants which are categorized as internal and external factors.

Internal factors include self-esteem, individual ability, and proactive personality. External factors are technological developments and career support at work. The era of Society 5.0 makes accounting no longer just about processing data and preparing financial reports but requires deeper understanding and skills about information technology and its use in supporting more accurate and effective accounting tasks such as blockchain, cloud, AI, and big data. Based on the internal and external factors mentioned above, it is important for an accountant to maintain positive self-esteem, be able to develop these individual abilities effectively and possess a proactive personality to meet the needs of a career that continues to grow amidst current technological developments. The importance of career support, training, and collaboration will help accountants to adapt to changes caused by technological advances. With support from leaders and a supportive work environment, accountants can face the challenges of the Industrial Revolution more confidently and effectively. This will enable them to stay relevant and contribute to dealing with the continuous changes in this digital age.

Although technological developments continue to grow rapidly, accountants are still needed in business. In the digital era, data is very important in making business decisions. Accountants can assist in analyzing financial data and provide important insights into a company's financial health. Expertise in analyzing financial data and information is required for accountants who can provide accurate and reliable reports. This is interesting for future research regarding the work of accountants who are still needed and cannot be replaced by technology. In order to adapt and contribute at work, career adaptability is essential and tasks that can contribute according to organizational expectations in the era of Society 5.0, because career adaptability creates job satisfaction and improves individual career performance at work. The ability to adapt to change enables individuals to better overcome challenges, seek new opportunities, and continue to develop themselves to achieve career success. Therefore, it is important for individuals and organizations to support the

development of career adaptability in order to create a productive and satisfying work environment.

References

- [1] Abukhait, R., Bani-Melhem, S., & Shamsudin, F. M. (2020). Do employee resilience, focus on opportunity, and work-related curiosity predict innovative work behaviour? The mediating role of career adaptability. *International Journal of Innovation Management*, 24(7). <https://doi.org/10.1142/S136391962050070X>
- [2] Affum-Osei, E., Asante, E. A., Forkouh, S. K., & Abdul-Nasiru, I. (2019). Career adaptability and ambidextrous behavior among customer-service representatives: the role of perceived organizational support. *Journal of Personal Selling & Sales Management*, 40(1). 4-18. <https://doi.org/10.1080/08853134.2019.1594241>
- [3] Ali, S. (2020). *Refolusi Industri 4.0 dan Dampaknya terhadap Pendidikan Akuntansi di Indonesia*. BPFE Yogyakarta.
- [4] AlKhemeiri, A. K., Khalid, K., & Musa, N. (2020). The role of career competencies and proactive personality in early-career employee career adaptability. *European Journal of Training and Development*, 45(4/5). 285-300. <https://doi.org/10.1108/ejtd-05-2020-0081>
- [5] Anderson, M., & Anderson, S. L. (2011). *Machine Ethics*. Cambridge University Press.
- [6] Bocciardi, F., Caputo, A., Fregonese, C., Langher, V., & Sartori, R. (2017). Career adaptability as a strategic competence for career development. *European Journal of Training and Development*, 41(1), 67–82. <https://doi.org/10.1108/ejtd-07-2016-0049>
- [7] Calderón, A., & Ruiz, M. (2015). A systematic literature Review on serious games evaluation: An application to software project management. *Computers & Education*, 87, 396-422. <https://doi.org/10.1016/j.compedu.2015.07.011>
- [8] Chan, S. H. J., Mai, X., Kuok, O. M. K., & Kong, S. H. (2016). The influence of satisfaction and promotability on the relation between career adaptability and turnover intentions. *Journal of Vocational Behavior*, 92, 167–175. <https://doi.org/10.1016/j.jvb.2015.12.003>
- [9] Chen, H., Fang, T., Liu, F., Pang, L., Wen, Y., Chen, S., & Gu, X. (2020). Career adaptability research: A literature review with scientific knowledge mapping in web of science. *International Journal of Environmental Research and Public Health*, 17(16). <https://doi.org/10.3390/ijerph17165986>
- [10] Chouhan, V. S. (2022). Influence of career adaptability on career satisfaction and turnover intention of IT professionals. *International Journal of Human Capital and Information Technology Professionals*, 13(1), 1-15. <https://doi.org/10.4018/IJHCITP.303953>
- [11] Coetzee, M., & Harry, N. (2014a). Emotional intelligence as a predictor of employees' career adaptability. *Journal of Vocational Behavior*, 84(1), 90–97. <https://doi.org/10.1016/j.jvb.2013.09.001>
- [12] Coetzee, M., & Harry, N. (2014b). Gender and hardiness as predictors of career adaptability: an exploratory study among Black call centre agents. *South African Journal of Psychology*, 45(1), 81–92. <https://doi.org/10.1177/0081246314546346>
- [13] Coetzee, M., & Stoltz, E. (2015). Employees' satisfaction with retention factors: Exploring the role of career adaptability. *Journal of Vocational Behavior*, 89, 83–91. <https://doi.org/10.1016/j.jvb.2015.04.012>
- [14] Cooper, T. (2017). CIMA - Technology having the greatest impact on accounting roles, say recruiters. CIMA Global. <https://testwww.cimaglobal.com/Members/Member-Benefits/insight-magazine/Insight-June-2017/Technology-has-biggest-impact-on-accountancy-roles-say-recruiters/>
- [15] Costa, J. M. (2018). *Sociedade 5.0 Futuro, pelo presente*. Dinheiro Vivo. <https://www.dinheirovivo.pt/opiniao/sociedade-5-0-o-futuro-pelo-presente>
- [16] Chartered Professional Accountants Canada (CPA Canada). (2017). *Blockchain technology and its potential impact on the audit and assurance profession*. CPA Canada. <https://www.cpacanada.ca/en/business-and-accounting-resources/audit-and-assurance/canadian-auditing-standards-cas/publications/impact-of-blockchain-on-audit>
- [17] De Vos, A., Van der Heijden, B. I., Akkermans, J., & De Lange, A. (2020). The influence of proactive personality and psychological contract breach on career adaptability: The role of employability. *Journal of Vocational Behavior*, 116, 103326.
- [18] Delle, E., & Searle, B. (2020). Career adaptability: The role of developmental leadership and career optimism. *Journal of Career Development*, 49(2). 269-281. <https://doi.org/10.1177/0894845320930286>
- [19] Deloitte. (2016). *Blockchain: Enigma, Paradox, Opportunity*. Deloitte. <https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/Innovation/deloitte-uk-blockchain-full-report.pdf>
- [20] Deguchi, A., Hirai, C., Matsuoka, H., Nakano, T., Oshima, K., Tai, M., & Tani, S. (2020). *What is society 5.0*.

Society, 5(0), 1-24. https://doi.org/10.1007/978-981-15-2989-4_1

- [21] Dong, B., Zheng, B., & Wang, Z. (2020). Career adaptability and turnover intention: a dual-mediation model. *The Career Development Quarterly*, 68(2), 145–157. <https://doi.org/10.1002/cdq.12219>
- [22] Federici, E., Boon, C., & Den Hartog, D. N. (2019). The moderating role of HR practices on the career adaptability–job crafting relationship: A study among employee–manager dyads. *The International Journal of Human Resource Management*, 32(6), 1339-1367. <https://doi.org/10.1080/09585192.2018.1522656>
- [23] Ferreira, C. M., & Serpa, S. (2018). Society 5.0 and Social Development: Contributions to a Discussion. *Management and Organizational Studies*, 5(4), 26-31. <https://doi.org/10.5430/mos.v5n4p26>
- [24] Fukuyama, M. (2018). Society 5.0: Aiming for a new human-centered society. *Japan Spotlight*, 27(5), 47-50.
- [25] Ginevra, M. C., Magnano, P., Lodi, E., Annovazzi, C., Camussi, E., Patrizi, P., & Nota, L. (2018). The role of career adaptability and courage on life satisfaction in adolescence. *Journal of Adolescence*. 62, 1–8. <https://doi.org/10.1016/j.adolescence.2017.11.002>
- [26] Gori, A., Topino, E., Svicher, A., & Di Fabio, A. (2022). Towards meaning in life: A path analysis exploring the mediation of career adaptability in the associations of self-esteem with presence of meaning and search for meaning. *International Journal of Environmental Research and Public Health*, 19(19). <https://doi.org/10.3390/ijerph19191901>
- [27] Green, Z. A., Yildirim, M., & Jalal, R. (2023). Testing the career construction model of adaptation in a sample of Afghanistan's working adults: A longitudinal study. *Journal of Career Assessment*, 31(1), 50–67. <https://doi.org/10.1177/10690727221084291>
- [28] Greenman, C. (2017). Exploring the impact of artificial intelligence on the accounting profession. *Journal of Research in Business, Economics and Management*, 8(3), 1451-1454.
- [29] Guan, Y., Zhou, W., Ye, L., Jiang, P., & Zhou, Y. (2015). Perceived organizational career management and career adaptability as predictors of success and turnover intention among Chinese employees. *Journal of Vocational Behavior*, 88, 230–237. <https://doi.org/10.1016/j.jvb.2015.04.002>
- [30] Haenggli, M., & Hirschi, A. (2020). Career adaptability and career success in the context of a broader career resources framework. *Journal of Vocational Behavior*, 119. <https://doi.org/10.1016/j.jvb.2020.103414>
- [31] Haibo, Y., Xiaoyu, G., Xiaoming, Z., & Zhijin, H. (2017). Career adaptability with or without career identity: How career adaptability leads to organizational success and individual career success?. *Journal of Career Assessment*, 26(4), 717-731. <https://doi.org/10.1177/1069072717727454>
- [32] Harry, N. (2017). Personal factors and career adaptability in a call centre work environment: The mediating effects of professional efficacy. *Journal of Psychology in Africa*, 27(4), 356–361. <https://doi.org/10.1080/14330237.2017.1347758>
- [33] Harry, N., & Coetzee, M. (2013). Sense of coherence, career adaptability and burnout of early-career Black staff in the call centre environment. *SA Journal of Industrial Psychology*, 39(2). <https://doi.org/10.4102/sajip.v39i2.1138>
- [34] Harry, N., & Malepane, T. (2021). Gender and emotional intelligence as predictors of career adaptability in the Department of Water and Sanitation in South Africa. *SA Journal of Industrial Psychology*, 47(1), 1-7. <https://doi.org/10.4102/sajip.v47i1.1828>
- [35] Harter, S. (1990). Causes, correlates, and the functional role of global self-worth: A life-span perspective. In R. J. Sternberg & J. Kolligian, Jr. (Eds.), *Competence considered* (pp. 67–97). Yale University Press.
- [36] Hayashi, H., Sasajima, H., Takayanagi, Y., & Kanamaru, H. (2017). International standardization for smarter society in the field of measurement, control and automation. *Proceedings of the 56th Annual Conference of the Society of Instrument and Control Engineers of Japan*, 263-266. <https://doi.org/10.23919/sice.2017.8105723>
- [37] Institute of Chartered Accountants in England and Wales (ICAEW). (2018). Artificial Intelligence and The Future of Accountancy. ICAEW. Retrieved from <https://www.icaew.com/-/media/corporate/files/technical/technology/thought-leadership/artificial-intelligence-report.ashx>
- [38] Keidanren. (2019, May 30). Keidanren Opens Up a New Era with Society 5.0 for SDGs. Keidanren. Retrieved from <https://www.keidanren.or.jp/en/policy/2019/045.html?v=p>
- [39] Jasim, Y. A., & Raewf, M. B. (2020). Information technology's impact on the accounting system. *Cihan University-Erbil Journal of Humanities and Social Sciences*, 4(1), 50-57. <https://doi.org/10.24086/cuejhss.v4n1y2020>
- [40] Jiang, Z. (2017). Proactive personality and career adaptability: The role of thriving at work. *Journal of Vocational Behavior*, 98, 85-97, <https://doi.org/10.1016/j.jvb.2016.10.003>
- [41] Jufrizen, J., & Pratiwi, S. (2021). The effect of organizational climate on employee job satisfaction with work ethics as a moderating variable. *Journal of International Conference Proceedings*, 4(2), 217-231. <https://doi.org/10.32535/jicp.v4i2.1245>

- [42] Karatepe, O. M., & Olugbade, O. A. (2016). The effects of work social support and career adaptability on career satisfaction and turnover intentions. *Journal of Management & Organization*, 23(3), 337–355. <https://doi.org/10.1017/jmo.2016.12>
- [43] Krahel, J. P., & Titera, W. R. (2015). Consequences of big data and formalization on accounting and auditing standards. *Accounting Horizons*, 29(2), 409–422. <https://doi.org/10.2308/acch-51065>
- [44] Kruskopf, S., Lobbas, C., Meinander, H., Söderling, K., Martikainen, M., & Lehner, O. (2020). Digital accounting and the human factor: theory and practice. *ACRN Journal of Finance and Risk Perspectives*, 9, 78-89. <https://doi.org/10.35944/jofrp.2020.9.1.006>
- [45] Lee, P. C., Xu, S. T., & Yang, W. (2021). Is career adaptability a double-edged sword? The impact of work social support and career adaptability on turnover intentions during the COVID-19 pandemic. *International Journal of Hospitality Management*, 94, 102875. <https://doi.org/10.1016/j.ijhm.2021.102875>
- [46] Lim, D. H., Kim, W., & Shin, H. Y. (2019). Career adaptability and active job search behavior of Korean older workers. *International Journal of Manpower*, 40(7), 1239–1253. <https://doi.org/10.1108/ijm-09-2018-0308>
- [47] Maggiori, C., Johnston, C. S., Krings, F., Massoudi, K., & Rossier, J. (2013). The role of career adaptability and work conditions on general and professional well-being. *Journal of Vocational Behavior*, 83(3), 437–449. <https://doi.org/10.1016/j.jvb.2013.07.001>
- [48] McAfee, A., & Brynjolfsson, E. (2012, October). Big Data: The Management Revolution. *Harvard Business Review*. <https://hbr.org/2012/10/big-data-the-management-revolution>
- [49] McLennan, B., McIlveen, P., & Perera, H. N. (2017). Pre-service teachers' self-efficacy mediates the relationship between career adaptability and career optimism. *Teaching and Teacher Education*, 63, 176–185. <https://doi.org/10.1016/j.tate.2016.12.022>
- [50] Mirković, B., Suvajđić, K., & Dostanić, J. (2020). Career adaptability in Serbia: Examining the CAAS model. *Psihologija*, 53(1), 21-41. <https://doi.org/10.2298/PSI190101012M>
- [51] Mohyi, A. (2021). The effect of job satisfaction on turnover intention through organizational commitment as a mediation. *Asia Pacific Journal of Management and Education*, 4(3), 61-75. <https://doi.org/10.32535/apjme.v4i3.1269>
- [52] Moll, J., & Yigitbasioglu, O. (2019). The role of internet related technologies in shaping the work of accountants: New directions for accounting research. *British Accounting Review*, 51(6), 100833. <https://doi.org/10.1016/j.bar.2019.04.002>
- [53] Nauman, S., Zheng, C., & Ahmad, R. (2021). Employee career outlook and turnover: Unleashing the roles of career adaptability and career satisfaction in international construction projects. *Journal of Construction Engineering and Management*, 147(11). [https://doi.org/10.1061/\(ASCE\)CO.1943-7862.0002150](https://doi.org/10.1061/(ASCE)CO.1943-7862.0002150)
- [54] Nguyen, P. V., Trieu, H. D. X., Ton, U. N. H., Dinh, C. Q., & Tran, H. Q. (2021). Impacts of career adaptability, life meaning, career satisfaction, and work volition on level of life satisfaction and job performance. *Humanities and Social Sciences Letters*, 9(1), 96–110.
- [55] Omar, S., & Tajudeen, F. P. (2020). The influence of career adaptability and career commitment to minimize intention to leave among ICT professionals. *International Journal of Human Capital and Information Technology Professionals*, 11(2), 23–38. <https://doi.org/10.4018/ijhcitp.2020040102>
- [56] Orie, S., & Semeijn, J. H. (2021). Stay or leave? The role of career adaptability and organizational embeddedness for turnover intentions. *Journal of Career Development*, 49(5), 1196-1211. <https://doi.org/10.1177/08948453211028300>
- [57] Parmentier, M., Pirsoul, T., & Nils, F. (2019). Examining the impact of emotional intelligence on career adaptability: A two-wave cross-lagged study. *Personality and Individual Differences*, 151, 109446. <https://doi.org/10.1016/j.paid.2019.05.052>
- [58] Rainie, L., & Anderson, J. (2017, May 3). The Future of Jobs and Job Training. Pew Research Center. <https://www.pewresearch.org/internet/2017/05/03/the-future-of-jobs-and-jobs-training/>
- [59] Porfeli, E. J., & Savickas, M. L. (2012). Career Adapt-Abilities Scale-USA Form: Psychometric properties and relation to vocational identity. *Journal of Vocational Behavior*, 80(3), 748-753. <https://doi.org/10.1016/j.jvb.2012.01.009>
- [60] Potočan, V., Mulej, M., & Nedelko, Z. (2020). Society 5.0: balancing of Industry 4.0, economic advancement and social problems. *Kybernetes*, 50(3), 794-811. <https://doi.org/10.1108/K-12-2019-0858>
- [61] PwC. (2016, January). What's Next for Blockchain in 2016?. PwC. Retrieved from <https://assets.ctfassets.net/sdlntm3tthp6/resource-asset-r123/0d58a4b4c8e527754fac77888919eb28/259e7234-dd22-4a4d-af00-97a1f5fe183a.pdf>
- [62] Rasheed, M. I., Okumus, F., Weng, Q., Hameed, Z., & Nawaz, M. S. (2020). Career adaptability and employee

turnover intentions: The role of perceived career opportunities and orientation to happiness in the hospitality industry. *Journal of Hospitality and Tourism Management*, 44, 98–107. <https://doi.org/10.1016/j.jhtm.2020.05.006>

[63] Rihayana, I. G., Salain, P. P. P., & Rismawan, P. A. E. (2021). Internal marketing as a basic in building job satisfaction and service quality in non-star hotel in Denpasar. *International Journal of Applied Business and International Management*, 6(2), 13-24. <https://doi.org/10.32535/ijabim.v6i2.1146>

[64] Rojas, C. N., Peñafiel, G. A. A., Buitrago, D. F. L., & Romero, C. A. T. (2021). Society 5.0: A Japanese concept for a super intelligent society. *Sustainability*, 13, 6567. <https://doi.org/10.3390/su13126567>

[65] Rosenberg, M. (1965). *Society and the Adolescent Self-Image*. Princeton University Press

[66] Rudolph, C. W., Lavigne, K. N., & Zacher, H. (2017). Career adaptability: A meta-analysis of relationships with measures of adaptivity, adapting responses, and adaptation results. *Journal of Vocational Behavior*, 98, 17–34. <https://doi.org/10.1016/j.jvb.2016.09.002>

[67] Safavi, P. H. & Karatepe, O. M. (2018). High-performance work practices and hotel employee outcomes: the mediating role of career adaptability. *International Journal of Contemporary Hospitality Management*, 30(2), 1112-1133. <https://doi.org/10.1108/IJCHM-07-2016-0367>

[68] Santra, S., & Giri, V. N. (2019). Role of career adaptability and its resources in predicting vocational attitudes of Indian IT professionals. *Management and Labour Studies*, 44(2), 168-192. <https://doi.org/10.1177/0258042x18822564>

[69] Savickas, M. L. (1997) Career adaptability: An integrative construct for life-span, life-space theory. *The Career Development Quarterly*, 45(3), 247–259. <https://doi.org/10.1002/j.2161-0045.1997.tb00469.x>

[70] Savickas, M. L. (2005). The theory and practice of career construction. In Lent, R. W., Brown, S. D. (Eds.), *Career Development and Counseling: Putting Theory and Research to Work* (pp. 42-70). John Wiley & Sons

[71] Schuesslbauer, A. F., Volmer, J., & Goritz, A. S. (2017). The goal paves the way. inspirational motivation as a predictor of career adaptability. *Journal of Career Development*, 45(5), 489-503. <https://doi.org/10.1177/0894845317718348>

[72] Serpanos, D. (2018). The cyber-physical systems revolution. *Computer*, 51(3), 70-73. <https://doi.org/10.1109/MC.2018.1731058>

[73] Shiroishi, Y., Uchiyama, K., & Suzuki, N. (2018). Society 5.0: For human security and well-being. *Computer*, 51(7), 91-95. <https://doi.org/10.1109/MC.2018.3011041>

[74] Super, D. E. (1974). *Measuring Vocational Maturity for Counseling and Evaluation*. American Personnel and Guidance Association.

[75] Super, D. E., & Knasel, E. G. (1981). Career development in adulthood: Some theoretical problems and a possible solution. *British Journal of Guidance and Counselling*, 9(2), 194–201. <https://doi.org/10.1080/03069888108258214>

[76] Takawira, N. (2020). Mediation effect of perceived organisational and social support in the relationship between career adaptability and career satisfaction among professional women. *Journal of Psychology in Africa*, 30(1), 23–29. <https://doi.org/10.1080/14330237.2020.1716550>

[77] The Association of Chartered Accountant (ACCA). (2020). *The Digital Accountant: Digital Skills in a Transformed World*. ACCA. https://www.accaglobal.com/content/dam/ACCA_Global/professional-insights/digital_accountant/pi-digital-accountant.pdf

[78] Tolentino, L. R., Sedoglavich, V., Lu, V. N., Garcia, P. R. J. M., & Restubog, S. L. D. (2014). The role of career adaptability in predicting entrepreneurial intentions: A moderated mediation model. *Journal of Vocational Behavior*, 85(3), 403–412. <https://doi.org/10.1016/j.jvb.2014.09.002>

[79] Wang, F., Xu, Y., Zhou, X., Fu, A., Guan, Y., She, Z., ... & Bi, Y. (2022). Are adaptable employees more likely to stay? Boundaryless careers and career ecosystem perspectives on career adaptability and turnover. *Applied Psychology*, 71(4). <https://doi.org/10.1111/apps.12356>

[80] Woo, H. R. (2018). Personality traits and intrapreneurship: the mediating effect of career adaptability. *Career Development International*, 23(2), 145–162. <https://doi.org/10.1108/cdi-02-2017-0046>

[81] World Economic Forum. (2020, October 20). *The Future of Jobs Report 2020*. World Economic Forum. <https://www.weforum.org/reports/the-future-of-jobs-report-2020/>

[82] Xu, X. M., & Yu, K. (2021). When core self-evaluation leads to career adaptability: Effects of ethical leadership and implications for citizenship behavior. In *Leadership and Supervision* (pp. 49-63). Routledge.

[83] Yarow, J. (2014, January 24). These are the Jobs That Will Be Safe from the Imminent Invasion of Robots. *Business Insider India*. <https://www.businessinsider.com.au/jobs-that-will-be-lost-to-robots-2014-1>

[84] Zacher, H. (2014a). Career adaptability predicts subjective career success above and beyond personality traits and

core self-evaluations. *Journal of Vocational Behavior*, 84(1), 21–30. <https://doi.org/10.1016/j.jvb.2013.10.002>

[85] Zacher, H. (2014b). Individual difference predictors of change in career adaptability over time. *Journal of Vocational Behavior*, 84(2), 188–198. <https://doi.org/10.1016/j.jvb.2014.01.001>

[86] Zacher, H. (2016). Within-person relationships between daily individual and job characteristics and daily manifestations of career adaptability. *Journal of Vocational Behavior*, 92, 105–115. <https://doi.org/10.1016/j.jvb.2015.11.013>

[87] Zhang, W., Guan, X., Zhou, X., & Lu, J. (2019). The effect of career adaptability on career planning in reaction to automation technology. *Career Development International*, 24(6), 545-559. <https://doi.org/10.1108/cdi-05-2018-0135>

[88] Zhu, F., Cai, Z., Buchtel, E., & Guan, Y. (2019). Career construction in social exchange: a dual-path model linking career adaptability to turnover intention. *Journal of Vocational Behavior*, 112, 282-293. <https://doi.org/10.1016/j.jvb.2019.04.003>