

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *experienced workplace incivility* ditempat kerja dari rekan kerja dan atasan dengan kreatifitas karyawan millennial. Hipotesis yang diajukan dalam penelitian ini adalah hubungan negatif antara *experienced workplace incivility* dan kreatifitas pada karyawan milenial disuatu perusahaan maupun organisasi. Subjek dalam penelitian ini adalah 114 karyawan millennial baik laki-laki maupun perempuan yang berusia 25 sampai 40 tahun. Pengambilan data dalam penelitian ini menggunakan skala kreatifitas dan skala *experienced workplace incivility*. Teknik analisis data yang digunakan adalah korelasi *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi sebesar $(r_{xy}) = -0,229$ dan $(p < 0,050)$. Hasil tersebut menunjukkan bahwa terdapat hubungan yang negatif antara antara *experienced workplace incivility* dengan kreatifitas, sehingga hipotesis diterima. Koefisien determinasi (R^2) sebesar 0,052 sehingga dapat diartikan bahwa variabel *experienced workplace incivility* menunjukkan kontribusi sebesar 5,2% terhadap variabel kreatifitas, dan sisanya 94,8% dipengaruhi oleh faktor lain.

Kata kunci : Kreatifitas, *experienced workplace incivility*, karyawan millennial.

ABSTRACT

This study aims to determine the relationship between experienced workplace incivility in the workplace from colleagues and superiors with the creativity of millennial employees. The hypothesis proposed in this study is a negative relationship between experienced workplace incivility and creativity in millennial employees in a company or organization. The subjects in this study were 114 millennial employees, both male and female, aged 25 to 40 years. Data collection in this study used a creativity scale and an experienced workplace incivility scale. The data analysis technique used is product moment correlation. Based on the results of data analysis obtained a correlation coefficient of $(r_{xy}) = -0.229$ and $(p < 0.050)$. These results indicate that there is a negative relationship between experienced workplace incivility and creativity, so the hypothesis is accepted. The coefficient of determination (R^2) is 0.052 so it can be interpreted that the experienced workplace incivility variable shows a contribution of 5.2% to the creativity variable, and the remaining 94.8% is influenced by other factors.

Keywords: *Creativity, experienced workplace incivility, millennial employees.*