

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Job Crafting* dan *Workplace Well-being* pada karyawan Gen Z di Yogyakarta. Hipotesis yang diajukan dalam penelitian ini yaitu ada hubungan positif antara *Job Crafting* dan *Workplace Well-being* pada karyawan Gen Z di Yogyakarta. Subjek pada penelitian ini sebanyak 127 orang dengan kriteria yaitu karyawan Gen Z di Yogyakarta. Pengumpulan data menggunakan skala psikologi yaitu skala *Workplace Well-being* dan skala *Job Crafting*. Metode analisis data yang digunakan adalah analisis korelasi product moment. Berdasarkan hasil analisis data yang diperoleh koefisien korelasi (r_{xy}) sebesar 0,878 dengan $p = 0,000$ ($p < 0,010$). Hasil tersebut, menunjukkan bahwa terdapat hubungan positif yang signifikan antara *Job Crafting* dan *Workplace Well-being* pada karyawan Gen Z di Yogyakarta. Koefisien determinasi yang diperoleh sebesar (R^2) = 0,771 menunjukkan bahwa variabel *Job Crafting* memiliki kontribusi sebesar 77,1% terhadap *Workplace Well-being* pada karyawan Gen Z di Yogyakarta dan sisanya 22,9% dipengaruhi oleh faktor-faktor lain yang tidak diteliti oleh peneliti.

Kata Kunci : *Job Crafting*, *Workplace Well-being*, Karyawan Gen Z di Yogyakarta

ABSTRACT

This research aims to determine the relationship between Job Crafting and Workplace Well-being among Gen Z employees in Yogyakarta. The hypothesis proposed in this research is that there is a positive relationship between Job Crafting and Workplace Well-being among Gen Z employees in Yogyakarta. The subjects in this research were 127 people with the criteria being Gen Z employees in Yogyakarta. Data collection used psychological scales, namely the Workplace Well-being scale and the Job Crafting scale. The data analysis method used is product-moment correlation analysis. Based on the results of the data analysis, the correlation coefficient (r_{xy}) was 0.878 with $p = 0.000$ ($p < 0.010$). These results indicate a significant positive relationship between Job Crafting and Workplace Well-being among Gen Z employees in Yogyakarta. The coefficient of determination obtained was (R^2) = 0.771, indicating that the Job Crafting variable contributed 77.1% to Workplace Well-being among Gen Z employees in Yogyakarta, and the remaining 22.9% was influenced by other factors not examined by researchers.

Keywords : *Job Crafting, Workplace Well-being, Gen Z employees in Yogyakarta*