

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *subjective well being* terhadap kepuasan kerja pada karyawan generasi milenial di ekspedisi JNE Kabupaten Subang. Hipotesis yang diajukan adalah terdapat hubungan positif antara *subjective well being* terhadap kepuasan kerja pada karyawan generasi milenial di di ekspedisi JNE Kabupaten Subang. Subjek penelitian ini berjumlah 102 karyawan generasi milenial posisi kurir di ekspedisi JNE Kabupaten Subang. Metode pengumpulan data menggunakan Skala kepuasan kerja dan Skala *Subjective well being*. Teknik analisis yang digunakan untuk uji hipotesis adalah korelasi *Product Moment (pearson correlation)*. Berdasarkan hasil analisis diperoleh koefisien $(r_{xy}) = 0,369$ dengan taraf signifikansi $0,000$ ($p < 0,050$). Hasil uji hipotesis tersebut menunjukkan bahwa terdapat hubungan antara *subjective well being* terhadap kepuasan kerja pada karyawan generasi milenial di ekspedisi JNE Kabupaten Subang. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar $0,369$ yang menunjukkan bahwa sumbangan *subjective well-being* terhadap kepuasan kerja sebesar $35,9\%$, sementara sisanya $63,1\%$ dipengaruhi oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: kepuasan kerja, *subjective well being*, Karyawan generasi Milenial

ABSTRACT

This study aims to determine the relationship between subjective well-being and job satisfaction among millennial generation employees at the JNE expedition, Subang Regency. The hypothesis put forward is that there is a positive relationship between subjective well-being and job satisfaction in millennial generation employees at the JNE expedition, Subang Regency. The subjects of this study were 102 millennial generation employees in courier positions at the JNE expedition in Subang Regency. Methods of data collection using the scale of job satisfaction and subjective well being scale. The analysis technique used to test the hypothesis is Product Moment correlation (pearson correlation). Based on the results of the analysis, the coefficient (r_{xy}) = 0.369 was obtained with a significance level of 0.000 ($p < 0.050$). The results of the hypothesis test indicate that there is a relationship between subjective well-being and job satisfaction in millennial generation employees at the JNE expedition, Subang Regency. Acceptance of the hypothesis in this study shows a coefficient of determination (R^2) of 0.369 which indicates that the contribution of subjective well-being to job satisfaction is 36,9%, while the remaining 63,1% is influenced by other factors not examined in this study.

Keywords: *job satisfaction, subjective well being, Millennial generation employees*