

Abstrak

Job enjoyment merupakan perasaan positif saat terlibat dalam pekerjaan. Karyawan generasi milenial perlu memiliki *job enjoyment*, karena dengan karyawan dengan *job enjoyment* tinggi memiliki karakteristik, yaitu lebih siap menerima tantangan dan kepribadian siap menerima tantangan di sebut sebagai kepribadian *hardiness*. Penelitian ini bertujuan untuk mengetahui hubungan antara *job enjoyment* dengan kepribadian *hardiness* pada karyawan generasi milenial. Subjek penelitian ini berjumlah 90 orang karyawan dengan karakteristik karyawan yang sudah bekerja minimal 1 tahun dan berusia 21-39 tahun. Metode pengumpulan data menggunakan skala *job enjoyment* dengan kepribadian *hardiness*. Penelitian ini menggunakan validitas isi dan reliabilitas pada skala *job enjoyment* sebesar 0.887 sedangkan skala kepribadian *hardiness* sebesar 0.839. Penelitian ini menggunakan teknik analisis korelasi *Spearman Rank Order* didapatkan hasil nilai korelasi sebesar $(R) = 0.657$ dengan $p = 0,000$ ($p < 0,050$). Hal ini menunjukkan bahwa hipotesis penelitian yang mengatakan ada hubungan positif yang signifikan antara *job enjoyment* dengan kepribadian *hardiness* diterima. Dengan variable *job enjoyment* memiliki kontribusi sebesar 45% terhadap kepribadian *hardiness*.

Kata Kunci : *Job Enjoyment*, Kepribadian *Hardiness*, Karyawan Generasi Milenial

Abstract

Job enjoyment is a positive feeling when involved in work. Millennial generation employees need to have job enjoyment, because employees with high job enjoyment have characteristics, namely being more ready to accept challenges and a personality ready to accept challenges is referred to as a hardiness personality. This study aims to determine the relationship between job enjoyment and hardiness personality of millennial employees. The subjects of this study were 90 employees with the characteristics who had worked for at least 1 year and aged at least 21-39 years.. The data collection method used the job enjoyment and hardiness personality scale. This study uses content validity and reliability on the job enjoyment scale of 0.887 while the hardiness personality scale of 0.839. This study uses the Spearman Rank Order correlation analysis technique, the correlation value is $(R) = 0.657$ with $p = 0.000$ ($p < 0.050$). This shows that the research hypothesis which says there is a significant positive relationship between job enjoyment and hardiness personality is accepted. With the variable job enjoyment has a contribution of 45% to hardiness personality.

Keywords: *Job Enjoyment, Hardiness Personality, Millennial Generation Employees*