

ABSTRAK

Perceived Organizational Support merupakan persepsi karyawan yang berkaitan dengan organisasi dan kepedulian atas kesejahteraan karyawan. *Workplace well-being* merupakan evaluasi bersifat subjektif yang dilakukan oleh karyawan terhadap tempat kerjanya sebagai bentuk usaha untuk pengembangan diri agar dapat memanfaatkan keterampilan yang dimilikinya untuk berkembang dan memberikan kontribusi secara maksimal. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *workplace well-being* pada karyawan generasi milenial. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara *Perceived Organizational Support* dengan *Workplace Well-being* pada karyawan generasi milenial. Penelitian ini melibatkan 130 subjek karyawan generasi milenial dengan rentang usia 24-45 tahun. Pengumpulan data menggunakan skala *perceived organizational support* dan skala *workplace well-being*. Metode analisis data menggunakan analisis korelasi *product moment* dari Pearson. Dari hasil analisis, diperoleh $(r_{xy}) = 0,745$ dengan $p = 0,000$ ($p < 0,050$). Hal ini menunjukkan bahwa terdapat hubungan positif antara *perceived organizational support* dengan *workplace well-being* pada karyawan generasi milenial. Koefisien determinasi (R^2) penelitian ini sebesar 0,555 yang artinya variabel *perceived organizational support* dapat mempengaruhi variabel *workplace well-being* sebesar 55,5% dan sisanya 44,5% dipengaruhi oleh faktor lainnya yang tidak diteliti dalam penelitian ini.

Kata kunci : Karyawan Generasi Milenial, *Perceived Organizational Support*, *Workplace Well-Being*

ABSTRACT

Perceived Organizational Support is an employee's perception related to the organization and concern for employee welfare. Workplace well-being is a subjective evaluation carried out by employees of their workplace as a form of effort for self-development so that they can utilize the skills they have to develop and make maximum contributions. This research aims to determine the relationship between perceptions of organizational support and workplace well-being among millennial generation employees. The hypothesis proposed in this research is that there is a positive relationship between Perceived Organizational Support and Workplace Wellbeing in millennial generation employees. This research involved 130 millennial generation employee subjects with an age range of 24-45 years. Data collection used the perceived organizational support scale and the workplace well-being scale. The data analysis method uses product moment correlation analysis from Pearson. From the analysis results obtained $(r_{xy}) = 0.745$ with $p = 0.000$ ($p < 0.050$). This shows that there is a positive relationship between perceptions of organizational support and workplace well-being among millennial generation employees. The coefficient of determination (R^2) for this research is 0.555, which means that the perceived organizational support variable can influence the work welfare variable by 55.5% and the remaining 44.5% is influenced by other factors that are not in this research study.

Keywords: Millennial Generation Employees, Perceived Organizational Support, Workplace Well-Being

