

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi iklim organisasi dan komitmen organisasi dengan *workplace well-being* pada karyawan generasi milenial yang bekerja di sektor informal. Subjek penelitian berjumlah 129 karyawan generasi milenial. Teknik pengambilan sampel menggunakan *purposive sampling*. Pengumpulan data menggunakan skala *Workplace Well-Being*, skala Iklim Organisasi, dan skala Komitmen Organisasi. Uji reliabilitas menunjukkan koefisien *Cronbach's Alpha* sebesar 0,891 pada skala *Workplace Well-Being* yang menunjukkan tingkat reliabilitas sangat baik. Teknik analisis data yang digunakan adalah korelasi Spearman karena data tidak berdistribusi normal. Berdasarkan hasil analisis data diperoleh hubungan positif dan signifikan antara persepsi iklim organisasi dengan *workplace well-being* serta antara komitmen organisasi dengan *workplace well-being* ($p < 0,05$). Hasil ini menunjukkan bahwa semakin positif persepsi terhadap iklim organisasi dan semakin tinggi komitmen organisasi, maka semakin tinggi *workplace well-being* pada karyawan generasi milenial sektor informal.

Kata kunci: *workplace well-being*, iklim organisasi, komitmen organisasi, generasi milenial

ABSTRACT

This study aims to examine the relationship between perceived organizational climate and organizational commitment with workplace well-being among millennial employees working in the informal sector. The research subjects consisted of 129 millennial employees. The sampling technique used was purposive sampling. Data were collected using the Workplace Well-Being Scale, Organizational Climate Scale, and Organizational Commitment Scale. Reliability testing showed a Cronbach's Alpha coefficient of 0.891 for the Workplace Well-Being scale, indicating excellent reliability. Data analysis employed Spearman correlation due to non-normal data distribution. The results revealed a positive and significant relationship between perceived organizational climate and workplace well-being, as well as between organizational commitment and workplace well-being ($p < 0.05$). These findings indicate that more positive perceptions of organizational climate and higher organizational commitment are associated with higher workplace well-being among millennial employees in the informal sector.

Keywords: *workplace well-being, organizational climate, organizational commitment, millennials*