

ABSTRAK

Rendahnya tingkat *workplace wellbeing* pada karyawan Generasi Z dapat berdampak pada penurunan produktivitas, kinerja, serta loyalitas tenaga kerja dalam organisasi. Oleh karena itu penting untuk memahami faktor yang berhubungan dengan fenomena ini. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *workplace wellbeing* pada karyawan Generasi Z. Hipotesis yang diajukan yaitu terdapat hubungan positif antara *perceived organizational support* dengan *workplace wellbeing*. Subjek penelitian berjumlah 215 karyawan Generasi Z yang berstatus karyawan aktif, baik tetap maupun kontrak, dengan mayoritas berjenis kelamin laki-laki dan berusia 22–25 tahun. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan sampel *purposive sampling*. Data dikumpulkan melalui *Adjusted Perceived Organizational Support Scale* (POSS) dan *Eudaimonic Workplace Well-Being Scale* (EWWS), kemudian dianalisis menggunakan teknik korelasi *Pearson Product Moment*. Hasil analisis menunjukkan bahwa *perceived organizational support* berhubungan positif dan signifikan dengan *workplace wellbeing* pada karyawan Generasi Z, dengan kekuatan hubungan yang tergolong kuat. Artinya, semakin tinggi *perceived organizational support* yang dipersepsikan karyawan, maka semakin tinggi pula *workplace wellbeing* yang dirasakan, begitu pula sebaliknya. Temuan ini mengindikasikan pentingnya peran dukungan organisasi dalam meningkatkan kesejahteraan kerja karyawan Generasi Z.

Kata kunci: karyawan Generasi Z, *perceived organizational support*, *workplace wellbeing*

ABSTRACT

Low levels of workplace wellbeing among Generation Z employees can lead to declining productivity, performance, and workforce loyalty within organizations. Therefore, it is important to understand the factors related to this phenomenon. This study aims to examine the relationship between perceived organizational support and workplace wellbeing among Generation Z employees. The hypothesis proposed is that there is a positive relationship between perceived organizational support and workplace wellbeing. The research subjects consisted of 215 Generation Z employees, both permanent and contract, with the majority being male and aged 22–25 years. This study used a quantitative approach with a purposive sampling technique. Data were collected using the Adjusted Perceived Organizational Support Scale (POSS) and the Eudaimonic Workplace Well-Being Scale (EWWBS), and analyzed using Pearson Product Moment correlation. The results show that perceived organizational support has a significant positive relationship with workplace wellbeing among Generation Z employees, with a strong correlation strength. This means that the higher the perceived organizational support, the higher the workplace wellbeing experienced, and vice versa. These findings indicate the important role of organizational support in enhancing the workplace wellbeing of Generation Z employees.

Keywords: *Generation Z employees, perceived organizational support, workplace wellbeing*