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Abstrak. *Perceived organizational support* diketahui sebagai salah satu faktor yang dapat meningkatkan *work engagement karyawan*. Namun, ketika aktivitas *videoconference* dalam bekerja semakin meningkat semenjak pandemi Covid-19 hingga sekarang, terdapat fenomena baru yang disebut sebagai *zoom fatigue*/ kelelahan akibat melakukan *videoconference* yang dilaporkan memiliki pengaruh negatif terhadap kinerja karyawan. Penelitian ini bertujuan untuk mengetahui peran *zoom fatigue* dalam memoderasi hubungan antara *perceived organizational support* terhadap *work engagement* karyawan generasi milenial. Partisipan merupakan karyawan kelahiran tahun 1980-2000 yang telah bekerja selama minimal 3 bulan serta aktif melakukan *videoconference/ meeting online* ketika bekerja. Hasil penelitian menunjukkan bahwa *zoom fatigue* tidak memiliki efek moderasi yang signifikan dalam hubungan antara *perceived organizational support* dan *work engagement* ($b = 0.610$; $p > 0.05$). Namun demikian, hubungan ketiga variabel mampu memberikan kontribusi sebesar 29% terhadap *work engagement*. Analisis tambahan menunjukkan bahwa aspek perhatian terhadap kesejahteraan karyawan dari *perceived organizational support* memberikan kontribusi terbesar terhadap kesejahteraan karyawan.

Kata kunci: *generasi milenial, perceived organizational support, work engagement, zoom fatigue*

Abstract. *Perceived organizational support* known as one of the factors which can increase employee's *work engagement*. However, when *videoconferencing* activity in workplace rapidly increase since Covid-19 outbreak until now there is a new phenomenon called "zoom fatigue" and this new phenomenon reported have negative influence toward employee's work performance. This research

aimed to identify whether there is moderating effect from zoom fatigue towards perceived organizational support's role to work engagement of millennial generation employee who conducting videoconference activity while working. Subjects are millennial generation employees born in 1980-2000 who has working on a company for 3 months minimum and perform videoconference while working. Analysis results shows us that zoom fatigue doesn't have significant moderating effects on perceived organizational support relation with work engagement ($b = 0.610$; $p > 0.05$). However, relationship between three variable able to give contribution about 29% on work engagement. Additional analysis showed that attention to employee's well-being aspect of perceived organizational support gives biggest contribution on employee's well-being.

Keywords: *perceived organizational support, work engagement, zoom fatigue, millennial generation.*