

Peran Dukungan Sosial terhadap *Subjective Well-Being* pada Karyawan Generasi Z di Perusahaan *Startup*

Akhmad Farkhanudin¹, Sumaryono²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

e-mail: ¹ akhfarkh@mail.ugm.ac.id & ² sumaryono.cendix@ugm.ac.id

Abstrak

Konsep *subjective well-being* kerap kali disamakan dengan kebahagiaan. Dalam dunia kerja, karyawan yang bahagia lebih tahan terhadap stres yang dikarenakan oleh pekerjaan. *Subjective well-being* yang tinggi berhubungan positif dengan tingkat kepuasan kerja, keterlibatan kerja, dan produktivitas karyawan. Salah satu faktor yang memengaruhi *subjective well-being* seseorang adalah dukungan sosial. Oleh karena itu, penelitian ini bertujuan untuk mengetahui peran dukungan sosial terhadap *subjective well-being* pada karyawan generasi Z di perusahaan *startup*. Pengumpulan data menggunakan alat ukur *Satisfaction With Life Scale*, *Positive and Negative Affect Scales*, dan *Interpersonal Support Evaluation List*. Penelitian ini melibatkan 152 karyawan perusahaan *startup* yang berusia 18-27 tahun. Hasil analisis regresi linear sederhana menunjukkan bahwa dukungan sosial berperan positif terhadap *subjective well-being* karyawan generasi Z di perusahaan *startup*.

Kata kunci : *subjective well-being, dukungan sosial, generasi z, startup*

The Role of Social Support on Subjective Well-Being in Generation Z Employees in Startup Companies

Akhmad Farkhanudin¹, Sumaryono²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

e-mail: ¹akhfarkh@mail.ugm.ac.id & ²sumaryono.cendix@ugm.ac.id

Abstract

The concept of subjective well-being is often equated with happiness. In workplace, happy employees are more resistant to work-induced stress. High subjective well-being is positively related to levels of job satisfaction, job involvement, and employee productivity. One of the factors that influence a person's subjective well-being is social support. Therefore, this study aims to determine the role of social support on subjective well-being in generation Z employees in startup companies. Data collection uses the Satisfaction With Life Scale, Positive and Negative Affect Scales, and Interpersonal Support Evaluation List. This research involved 152 startup company employees aged 18-27 years. The results of simple linear regression analysis show that social support plays a positive role on the subjective well-being of generation Z employees in startup companies.

Keywords : *subjective well-being, social support, generation z, startup*