

PERAN KEBERMAKNAAN KERJA TERHADAP KOMITMEN ORGANISASIONAL PADA KARYAWAN GENERASI Z

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Abstract. *This study aims to examine the role of work meaningfulness, which known as one of the prominent characteristics of generation Z employees, towards organizational commitment among generation Z employees. Total of 188 generation Z employees (born between 1997-2005) who have worked for at least 6 months in a company participated in this study. Participants were asked to fill the Work and Meaning Inventory (WAMI) and Organizational Commitment Questionnaire (OCQ) questionnaires translated to Bahasa Indonesia and proven for reliability. It was discovered that work meaningfulness able to predict organizational commitment of generation Z employees by 28.2%.*

Keywords: *generation Z, work meaningfulness, organizational commitment*

Abstrak. Penelitian ini hadir untuk menguji peran kebermaknaan kerja, yang merupakan salah satu karakteristik unggulan pada karyawan generasi Z, terhadap komitmen organisasional karyawan generasi Z. Sebanyak 188 karyawan generasi Z (lahir pada tahun 1997 – 2005) yang sudah bekerja selama minimal 6 bulan di suatu perusahaan berpartisipasi dalam penelitian ini. Partisipan diminta untuk mengisi kuesioner *Work and Meaning Inventory* (WAMI) dan *Organizational Commitment Questionnaire* (OCQ) yang telah dialih bahasa dan teruji reliabilitasnya. Hasilnya, ditemukan bahwa kebermaknaan kerja mampu memprediksi komitmen organisasional karyawan generasi Z sebesar 28,2%.

Kata kunci: generasi Z, kebermaknaan kerja, komitmen organisasi