

## PERAN WORK VALUES TERHADAP WORKPLACE WELL-BEING PADA PEKERJA GEN Z

*Muhammad Rifqi Adisaputra, Sumaryono*

Fakultas Psikologi, Universitas Gadjah Mada

Jl. Sosio-Humaniora 1, Bulaksumur, Yogyakarta 55281, Indonesia

e-mail: [muhammad.rifqi.adisaputra@mail.ugm.ac.id](mailto:muhammad.rifqi.adisaputra@mail.ugm.ac.id),

[sumaryono.cendix@ugm.ac.id](mailto:sumaryono.cendix@ugm.ac.id)

### **Abstract.**

This study aims to explore the role of work values in workplace well-being among Generation Z workers in Indonesia. Using a quantitative survey method, the research involved 155 participants and employed the Work Value Scale (Maloni et al., 2019) and the Workplace Well-Being Index Scale (Page, 2005) as measurement instruments. The findings indicate that among the seven dimensions of work values assessed, four—namely intrinsic, altruistic, social, and leisure—significantly contribute to workplace well-being. These findings highlight the importance of work values in achieving workplace well-being for Generation Z.

**Keywords:** *Work Values, Generation Z, Workplace Well-Being, Employee Well-Being, Intrinsic Values, Social Values, Altruistic Values, Leisure Values*

### **Abstrak.**

Penelitian ini bertujuan mengeksplorasi peran nilai-nilai kerja (*work value*) terhadap kesejahteraan di tempat kerja (*workplace well-being*) pada pekerja Generasi Z di Indonesia. Menggunakan metode survei kuantitatif, penelitian ini melibatkan 155 partisipan dengan instrumen *Work Value Scale* (Maloni et al., 2019) dan *Workplace Well-Being Index* (Page, 2005). Hasil penelitian menunjukkan bahwa dari tujuh dimensi *work value* yang diukur, empat di antaranya, yaitu dimensi *intrinsic*, *altruistic*, *social*, dan *leisure* memberikan peran signifikan terhadap *workplace well-being*. Temuan ini menegaskan pentingnya nilai kerja dalam meraih kesejahteraan di tempat kerja bagi Generasi Z.

**Keywords:** *Nilai Kerja, Generasi Z, Kesejahteraan di Tempat Kerja, Kesejahteraan Karyawan, Nilai Intrinsic, Nilai Stability, Nilai Altruistic, Nilai Leisure*