

Peran Perceived Organizational Support terhadap Quiet Quitting dengan Job Flourishing Sebagai Mediator pada Generasi Z di Perusahaan Startup

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Abstrak. Fenomena *quiet quitting* semakin banyak ditemukan pada karyawan Generasi Z di perusahaan *startup*, yang ditandai dengan pembatasan kontribusi kerja hanya pada tuntutan formal pekerjaan. Penelitian ini bertujuan untuk menguji *peran job flourishing* sebagai mediator dalam hubungan antara *perceived organizational support* (POS) dan *quiet quitting* pada karyawan Gen Z di perusahaan *startup* di Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan desain survei yang melibatkan 322 karyawan Gen Z. Data dikumpulkan menggunakan *Perceived Organizational Support Scale*, *Quiet Quitting Scale*, dan *Flourishing-at-Work Scale-Short Form* (FAWS-SF), kemudian dianalisis menggunakan *Structural Equation Modeling* (SEM). Hasil penelitian menunjukkan bahwa POS memiliki efek negatif dan signifikan terhadap *quiet quitting*, baik secara langsung maupun tidak langsung melalui *job flourishing*. *Job flourishing* terbukti berperan sebagai mediator parsial dalam hubungan antara POS dan *quiet quitting*. Temuan ini mengindikasikan bahwa dukungan organisasi berperan penting dalam menekan kecenderungan *quiet quitting*, sekaligus meningkatkan kesejahteraan kerja karyawan Gen Z di lingkungan *startup* yang dinamis dan penuh tuntutan.

Kata kunci: *perceived organizational support, job flourishing, quiet quitting, Generasi Z, startup*

The Role of Perceived Organizational Support on Quiet Quitting with Job Flourishing as Mediator in Generation Z at Startup Company

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Abstract. The phenomenon of quiet quitting has increasingly emerged among Generation Z employees in startup companies, characterized by limiting work contributions to formal job requirements. This study aims to examine the role of job flourishing as a mediator in the relationship between perceived organizational support (POS) and quiet quitting among Gen Z employees working in Indonesian startup companies. A quantitative survey design was employed, involving 322 Gen Z employees. Data were collected using the Perceived Organizational Support Scale, the Quiet Quitting Scale, and the Flourishing-at-Work Scale–Short Form (FAWS-SF), and analyzed using Structural Equation Modeling (SEM). The results indicate that POS has a significant negative effect on quiet quitting, both directly and indirectly through job flourishing. Job flourishing was found to function as a partial mediator in the relationship between POS and quiet quitting. These findings suggest that organizational support plays a critical role in suppressing quiet quitting behavior while simultaneously enhancing employees' work-related well-being. This study highlights the importance of fostering supportive work environments to promote well-being and sustained engagement among Gen Z employees in dynamic startup contexts.

Keywords: perceived organizational support, job flourishing, quiet quitting, Generation Z, startup