

**PERAN JOB EMBEDDEDNESS DAN FLEXIBILITY WORK  
ARRANGEMENTS TERHADAP HAPPINESS AT WORK PADA GEN Y**

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**ABSTRAK**

Saat ini, di dalam dunia kerja, lebih dari 50% nya adalah pekerja millennial yang menganggap penting masalah kebahagiaan. Namun pada nyatanya, 33.4% pekerja millennial yang ada merasa tidak bahagia ditempat kerja. Terdapat beberapa faktor yang dapat meningkatkan kebahagiaan di tempat kerja seperti fleksibilitas kerja dan adanya perasaan “lekat” dengan elemen-elemen baik yang ada di dalam organisasi maupun yang berada di luar organisasi. Dengan menggunakan metode penelitian kuantitatif, data dikumpulkan dengan menggunakan tiga skala yaitu skala *job embeddedness*, skala *flexibility work arrangements* dan skala *happiness at work*. Data dianalisis menggunakan analisis regresi yang bertujuan untuk mengetahui peran *job embeddedness* dan *flexibility work arrangements* terhadap *happiness at work*. Pada penelitian ini terdapat 152 responden yang memiliki fleksibilitas kerja. Hasil penelitian menunjukkan bahwa hipotesis diterima dimana *job embeddedness* dan *flexibility work arrangement* memiliki peran yang positif terhadap *happiness at work* sebesar 52,2%. Dengan demikian, *job embeddedness* dan *flexibility work arrangements* dapat menjadi pertimbangan dalam peningkatan *happiness at work* pada karyawan gen Y.

**Kata kunci :** *Flexibility work arrangement, gen Y, happiness at work, job embeddedness*

## **THE ROLE OF JOB EMBEDDEDNESS AND FLEXIBILITY WORK ARRANGEMENTS TO HAPPINESS AT WORK IN GEN Y**

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### **ABSTRACT**

Now, more than 50% are millennial workers are consider about the importance of happiness. But in fact, based on survey, there was a lot of millennial workers feel unhappy at work. There are several factors that can increase happiness at work such as work flexibility and being "embedded" to the elements both on the organization and off the organization. By using quantitative research methods, data was collected by using job embeddedness scale, work arrangements flexibility scale and happiness at work scale. Data were analyzed using regression analysis, which aim to determine the role of job embeddedness and flexibility work arrangements for happiness at work. In this study there were 152 respondents who had work flexibility arrangement. The results showed that the hypothesis was accepted that job embeddedness and flexibility work arrangement had a positive role towards happiness at work by 52.2%. Thus, job embeddedness and work arrangements flexibility can be taken into consideration in increasing happiness at work for gen Y's employee.

*Keyword : Flexibility work arrangement, gen Y, happiness at work, job embeddedness*