

PERAN *WORKPLACE FUN* DAN *WORK ENGAGEMENT* TERHADAP *WORK ENGAGEMENT* KARYAWAN GENERASI MILENIAL

Royyan Akmal Dharma & Haryanta

Fakultas Psikologi, Universitas Gadjah Mada

ABSTRAK

Tempat kerja yang menyenangkan (*workplace fun*) dan kebermaknaan kerja (*work meaningfulness*) berpotensi menjadi jawaban untuk meningkatkan keterlibatan kerja (*work engagement*) generasi milenial. Penelitian ini bertujuan untuk mengetahui peran *workplace fun* dan *work meaningfulness* terhadap *work engagement* pegawai generasi milenial secara bersamaan. Penelitian dilakukan pada 163 orang pegawai generasi milenial (usia 38-20 tahun) yang bekerja di organisasi milik pemerintah dan swasta di seluruh Indonesia menggunakan *Utrecht Work Engagement Scale* (UWES), Skala *Work Engagement* oleh Tews dkk. (2014), dan *Work and Meaning Inventory* (WAMI). Hasil analisis regresi linear berganda menunjukkan nilai $R = .763$, $R^2 = 0,582$, $F = 111.575$, dan $p < .001$. Hasil ini mendukung hipotesis bahwa terdapat peran positif yang signifikan dari variabel *workplace fun* dan *work meaningfulness* secara bersamaan terhadap *work engagement* pegawai generasi milenial.

Kata kunci: *work engagement*, *workplace fun*, *work meaningfulness*, milenial, pegawai

FUN AND MEANING AT WORK: A STUDY ON THE WORK ENGAGEMENT OF INDONESIAN MILLENIAL EMPLOYEES

Royyan Akmal Dharma & Haryanta

Faculty of Psychology, Universitas Gadjah Mada

ABSTRACT

Workplace fun and work meaningfulness are potential solutions to improve the generally low level of work engagement among millennial employees. This research intends to investigate the roles of workplace fun and work meaningfulness on the work engagement of Indonesian millennials. Data for this study were collected from 163 Indonesian millennials (aged 20 to 38-year-old) working in public and private-sector organizations, utilizing Utrecht Work Engagement Scale (UWES), Workplace Fun Scale by Tews et al. (2014) and Work and Meaning Inventory (WAMI). Multiple linear regression analysis yielded the following values: $R = .763$, $R^2 = .582$, $F = 111.575$, and $p < .001$. These results support the hypothesis that there are simultaneous positive roles of workplace fun and work meaningfulness on the work engagement of Indonesian millennial employees.

Keywords: *work engagement, workplace fun, work meaningfulness, millennials, employees, Indonesian*