

Work Meaningfulness Adalah Pendorong Utama Bagi Kesuksesan Karier Milenial

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Abstract. Nowadays millennial employees have dominated the workforce. For millennials, career success is the most precious one. Millennial employees can be willing to leave their current company for getting their own career success. Therefore, organizations need to support employees in achieving career success. This study aimed to examine the role of work meaningfulness as a mediator between perceptions of organizational support and the career success of millennial employees. The subjects in this study were 273 millennial employees who had worked for at least 2 years. This study used a quantitative method with a correlational approach. Simple mediation analysis showed that work meaningfulness has a role booster as a mediator between perceptions of organizational support and the career success of millennial employees. The higher employee felt the support from the organization, then the higher employee got their work meaningfulness, which it has definitely an effect on increasing career success.

Keywords: millennial employees, career success, perceived organizational support, work meaningfulness

Abstrak. Saat ini karyawan milenial telah mendominasi tenaga kerja. Bagi milenial, kesuksesan karier sangatlah penting. Karyawan milenial rela meninggalkan perusahaannya saat ini demi mewujudkan kesuksesan karier. Oleh karena itu, organisasi perlu untuk mendukung karyawan dalam mencapai kesuksesan karier. Penelitian ini bertujuan untuk menguji peran *work meaningfulness* sebagai mediator antara persepsi dukungan organisasi dan kesuksesan karier karyawan milenial. Subjek dalam penelitian ini adalah karyawan milenial yang sudah bekerja minimal 2 tahun sebanyak 273 orang. Penelitian ini menggunakan metode kuantitatif dengan pendekatan korelasional. Hasil analisis mediasi sederhana menunjukkan bahwa *work meaningfulness* memiliki peran sebagai mediator yang memperkuat pengaruh persepsi dukungan organisasi terhadap kesuksesan karier karyawan milenial. Semakin tinggi karyawan merasakan dukungan dari organisasi maka semakin tinggi pula karyawan merasakan *work meaningfulness*, yang kemudian berpengaruh pada peningkatan kesuksesan karier.

Kata kunci: karyawan milenial, kesuksesan karier, persepsi dukungan organisasi, *work meaningfulness*