

Peran *Emotional Intelligence* terhadap *Work Meaningfulness*: *Leader-Member Exchange* sebagai Mediator pada pekerja Generasi Milenial

The Role of Emotional Intelligence on Work Meaningfulness: Leader-Member Exchange as a Mediator of Millennials Workers

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Abstract. *Work meaningfulness is an important thing for millennial workers. However, millennial workers reported have not experienced optimal work meaningfulness. This study aims to determine the role of leader-member exchange (LMX) in mediating the relationship between emotional intelligence (EI) to work meaningfulness in millennial workers in Indonesia. This research used a quantitative approach with an online scale consisting of work and meaning inventory (WAMI), emotional intelligence, and leader-member exchange (LMX-MDM). The subjects of this study were 207 millennials workers in Indonesia. Analysis with the regression method with mediation showed that the LMX mediated the role EI on work meaningfulness. Additional analysis on the five aspects of EI showed that LMX mediated the role of motivation and social skills to work meaningfulness.*
Keywords: *emotional intelligence, leader-member exchange, work meaningfulness*

Abstrak. *Work meaningfulness merupakan hal penting bagi pekerja milenial. Namun, pekerja milenial dilaporkan belum merasakan work meaningfulness yang optimal. Penelitian ini bertujuan untuk mengetahui peran leader-member exchange (LMX) dalam memediasi hubungan antara emotional intelligence (EI) terhadap work meaningfulness pada pekerja milenial di Indonesia. Penelitian menggunakan pendekatan kuantitatif dengan menyebarkan tiga skala secara online yang terdiri dari skala work and meaning inventory (WAMI), emotional intelligence, dan leader-member exchange (LMX-MDM). Subjek penelitian ini adalah 207 pekerja milenial di Indonesia. Teknik analisis menggunakan regresi dengan mediasi menunjukkan bahwa LMX dapat memediasi peran EI terhadap work meaningfulness. Analisis regresi mediasi pada kelima aspek EI terhadap work meaningfulness secara bersama menunjukkan bahwa LMX memediasi peran hubungan aspek EI memotivasi diri dan membina hubungan pada work meaningfulness.*

Kata kunci: *emotional intelligence, leader-member exchange, work meaningfulness*