

Hubungan Antara Kesejahteraan Subjektif dan Komitmen Organisasi pada Pekerja Generasi-Z di Indonesia = The Relationship Between Subjective Well-Being and Organizational Commitment in Generation Z Workers in Indonesia

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Abstrak

Penelitian terdahulu menemukan penurunan kesejahteraan subjektif pada Generasi-Z lebih besar dibandingkan generasi sebelumnya. Seiring masuknya Generasi-Z ke dunia kerja, tercatat karyawan Generasi-Z dari berbagai negara cenderung "pindah-pindah pekerjaan" yang menandakan rendahnya komitmen organisasi. Oleh karena itu, penting untuk meneliti hubungan antara kesejahteraan subjektif dan komitmen organisasi karyawan Generasi-Z di Indonesia. Penelitian ini menggunakan metode kuantitatif korelasional dengan 113 partisipan karyawan Generasi-Z berusia 20-28 tahun. The PERMA-Profiler digunakan untuk mengukur kesejahteraan subjektif dan Organizational Commitment Questionnaire (OCQ) untuk mengukur komitmen organisasi. Hasil penelitian menunjukkan korelasi positif signifikan antara kesejahteraan subjektif dan dua dimensi komitmen organisasi yaitu komitmen afektif, $r = 0,278$, $p < ,001$ (one-tailed) dan komitmen normatif $r(113) = 0,368$, $p < ,001$ (one-tailed). Namun, tidak ditemukan hubungan antara kesejahteraan subjektif dan komitmen berkelanjutan $r(113) = 0,124$, $p > ,001$ (one-tailed). Temuan ini mengimplikasikan pentingnya bagi perusahaan untuk mengambil langkah konkret seperti memberikan apresiasi yang setimpal dan membangun lingkungan kerja sehat guna memperkuat komitmen organisasi karyawan Generasi-Z di Indonesia, yang pada gilirannya akan berdampak positif terhadap produktivitas dan efektivitas organisasi.

.....Previous studies found a greater decline in subjective well-being among Generation Z compared to previous generations. As Generation Z enters the workforce, employees from this generation across various countries show a tendency to "job-hopping," indicating low organizational commitment. Therefore, it is essential to examine the relationship between subjective well-being and organizational commitment among Generation Z employees in Indonesia. This study used a quantitative correlational method with 113 Generation Z employee participants aged 20-28. The PERMA-Profiler was used to measure subjective well-being, and the Organizational Commitment Questionnaire (OCQ) was used to measure organizational commitment. The results showed a significant positive correlation between subjective well-being and two dimensions of organizational commitment: affective commitment, $r = 0.278$, $p < .001$ (one-tailed), and normative commitment, $r(113) = 0.368$, $p < .001$ (one-tailed). However, there was no significant relationship between subjective well-being and continuance commitment, $r(113) = 0.124$, $p > .001$ (one-tailed). These findings imply the importance for companies to take concrete steps such as providing appropriate recognition and creating a healthy work environment to strengthen the organizational commitment of Generation Z employees in Indonesia, which in turn will positively impact overall organizational productivity and effectiveness.