

Pengaruh Workplace Happiness terhadap Intention to Leave melalui Employee Engagement sebagai Variabel Mediasi (Studi pada Karyawan Gen Z dan Milenial Perusahaan Consulting di Jakarta) = The Influence of Workplace Happiness on Intention to Leave with Employee Engagement as a Mediating Variable (Study on Gen Z and Millennial Regular Employees at Consulting Firms in Jakarta)

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh workplace happiness terhadap intention to leave dengan employee engagement sebagai variabel mediasi pada karyawan tetap Gen Z dan milenial di perusahaan konsultan di Jakarta. Pendekatan kuantitatif digunakan dengan metode survei melalui kuesioner daring. Data dikumpulkan dari 220 responden dan dianalisis menggunakan perangkat lunak SPSS untuk uji regresi linier dan Sobel Test untuk uji mediasi. Hasil penelitian menunjukkan bahwa workplace happiness memiliki pengaruh negatif signifikan terhadap intention to leave dan pengaruh positif terhadap employee engagement. Selain itu, employee engagement secara parsial memediasi hubungan antara workplace happiness dan intention to leave. Temuan ini memberikan implikasi manajerial bahwa perusahaan konsultan perlu meningkatkan kebahagiaan kerja dan engagement karyawan untuk mengurangi tingkat intention to leave, khususnya pada generasi muda yang memiliki ekspektasi kerja yang berbeda dibandingkan generasi sebelumnya.

.....This study aims to examine the influence of workplace happiness on intention to leave with employee engagement as a mediating variable among full-time Gen Z and millennial employees in consulting firms in Jakarta. A quantitative approach was employed through an online survey questionnaire. Data were collected from 220 respondents and analyzed using SPSS software for linear regression and Sobel Test for mediation test. The results indicate that workplace happiness has a significant negative effect on intention to leave and a positive effect on employee engagement. Additionally, employee engagement partially mediates the relationship between workplace happiness and intention to leave. These findings suggest managerial implications for consulting firms to enhance workplace happiness and employee engagement to reduce intention to leave, particularly among younger generations who have distinct expectations from their work compared to previous generations.