

## ABSTRAK

Komposisi jumlah karyawan generasi millennial yang mencapai 70% di BPJS Ketenagakerjaan membawa pengaruh besar dalam keberlangsungan perusahaan bila tidak dikelola dengan baik, fenomena karyawan generasi millennial yang memiliki *organizational commitment* yang rendah, serta karakteristik generasi millennial yang optimis, mudah beradaptasi dengan perubahan serta tidak ragu untuk berwirausaha menjadi pendukungnya.

Penelitian ini bertujuan untuk mengetahui pengaruh *meaning of work* menurut generasi millennial terhadap *organizational commitment* yang dimediasi oleh *job engagement* di BPJS Ketenagakerjaan Cabang Surabaya Raya dengan responden karyawan generasi millennial sebanyak 86 orang. Metode pengumpulan data dengan sensus semua populasi dan penyebaran kuisioner kemudian dianalisa dengan PLS (Partial Least Square).

Hasil penelitian menunjukkan terdapat pengaruh signifikan positif antara *meaning of work* menurut generasi millennial terhadap *organizational commitment* yang dimediasi oleh *job engagement* di BPJS Ketenagakerjaan Cabang Surabaya Raya. mediasi yang terjadi pada hubungan *meaning of work* terhadap *organizational commitment* melalui *job engagement* bersifat *partial mediation*.

*Meaning of work* merupakan faktor yang mempengaruhi *job engagement* dan *organizational commitment* karena karyawan yang memiliki *meaning of work* yang tinggi maka keinginan mereka untuk bekerja dan terlibat secara penuh dengan pekerjaannya juga semakin tinggi serta keinginan untuk bertahan di perusahaan tersebut juga semakin besar.

Kata kunci: *Meaning Of Work, Job Engagement, Organizational Commitment, Generasi Millennial*

## ABSTRACT

Millennial generation who reached 70% in BPJS Employment has a big influence on the sustainability of the company, the phenomenon of generation Y employees who have low organizational commitment, as well as characteristics of the millennial generation who are optimistic, adaptable to change and do not hesitate to entrepreneurship.

This study aims to determine the effect of meaning of work according to the millennial generation on organizational commitment mediated by job engagement in the Surabaya BPJS Employment Branch with 86 millennial generation employee respondents. The method of data collection by census of all populations and distribution of questionnaires were then analyzed by PLS (Partial Least Square).

The results showed that there was a positive significant effect between the meaning of work according to the millennial generation on organizational commitment mediated by job engagement in the BPJS Employment Branch of Greater Surabaya. mediation that occurs in the relationship of meaning of work to organizational commitment through job engagement is partial mediation.

Meaning of work is a factor that influences job engagement and organizational commitment because employees who have a higher meaning of work then be fully involved with their work is also getting higher survive in the company.

Key Words: Meaning Of Work, Job Engagement, Organizational Commitment, Millennial Generation