

## ABSTRAK

Penelitian ini mempelajari perilaku *urban millennials* Indonesia yang bekerja di perusahaan *startup* dan bertujuan untuk menganalisis pengaruh variabel *fun at work* dan *mindfulness at work* terhadap *employee engagement* dengan mediasi *employee happiness*. 100 responden yang terlibat dalam penelitian ini berasal dari perusahaan dengan segmen usaha yang berbeda-beda. Pendekatan kuantitatif dengan metode survei digunakan dalam penelitian dan pengumpulan data diperoleh dari hasil penyebaran kuesioner. Selanjutnya, data diolah dengan menggunakan analisis PLS-SEM. Hasil penelitian ini menemukan bahwa *employee happiness* memediasi pengaruh *fun* terhadap *employee engagement* secara penuh. Sementara, pada pengaruh *mindfulness at work* terhadap *employee engagement*, *employee happiness* secara parsial memediasi hubungan kedua variabel tersebut.

**Kata kunci:** *fun at work, mindfulness at work, employee happiness, employee engagement, generasi milenial, urban millennial*

## ABSTRACT

This study examined the behaviour of Indonesia's urban millennials working in startup companies and aimed to analyze the effect of fun at work and mindfulness at work on employee engagement mediated by employee happiness. The 100 respondents involved in this study work in different companies with varied business segments. Quantitative approaches with survey methods were employed in this research and the collected data were obtained from the questionnaires. Moreover, the data were analyzed using PLS-SEM. This study exhibits that employee happiness fully mediated fun at work on employee engagement. Meanwhile, employee happiness mediates the relation of mindfulness on employee engagement partially.

**Keywords:** *fun at work, mindfulness at work, employee happiness, employee engagement, millennials, urban millennials*