

ABSTRACT

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The Role of Quality of Work Life On Performance with Psychological Capital as a Mediator In Millennial Generation who Work at Startup Company); Dr. Rostiana, M.Si., Psi. & Bianca Marella, S.Psi., Msc. Bachelor of Psychology Study Program, Tarumanagara University, (i-xv, 68 Pages, P1-P4, L1-L52)

In the age of the digital era by entering industry 4.0 as it is today, the millennial generation is a generation that intensively entering the phenomenon of working condition and a company's performance can be determined by high individual performance. Therefore, the purpose of this study is to determine the role of the quality of work life on performance with psychological capital as a mediator in the millennial generation who work at startup company. This study included 125 participants who were millennial generations at startup companies using convenience sampling techniques. From the process bootstrapping regression analysis there is a result that psychological capital is proven as a mediator between the quality of work life and performance. Which means not only the role of the company to make the work environment feel comfortable, but the millennials need high internal factors so they can make individual performance high. The direct role of the quality of work life with performance is not significant, while the indirect role of psychological capital on quality of work life and performance is significant with a total effect of 29.8%.

Keywords: quality of work life, psychological capital, and performance.