

ABSTRACT

The millennial generation according to the Pew Research Center are people born from 1981 to 1996 and according to the MSCI report (2021) the millennial generation is the largest adult group in the world with a total of 1.8 billion people spread across various continents and Asia is ranked top with a millennial population of 1.1 billion people. Based on the Randstad Workmonitor survey report in 2022, there are 38% of respondents aged 25 to 34 years, and 36% of respondents aged 35 to 44 years would prefer to be unemployed than unhappy at their workplace. The survey report released by Milieu in 2021 also shows that 15% of employees in Indonesia feel that their happiness has decreased compared to the previous year. If this is left unchecked, it will not rule out the possibility that the company's operations can be disrupted because employees do not work optimally and only stay for a short time in the company.

This study aims to find out how the influence of organizational climate and job satisfaction on Happiness at Work both partially and simultaneously on millennial generation employees in the city of Bandung.

This study used a quantitative method with a purposive sampling technique and based on Hair's calculations, a sample of 195 millennials in the city of Bandung was obtained. The analysis technique used is path analysis.

The results of data processing using SPSS 26 show that partially there is a significant influence of the Job Satisfaction variable on Happiness at Work by 7.8% and Organizational Climate on Happiness at Work by 6.4%. Simultaneously, there is a significant influence between Job Satisfaction and Organizational Climate on Happiness at Work of 14.2%.

Keyword : *Organizational Climate, Job Satisfaction, Happiness at Work*