

## ABSTRACT

Generation Z has replaced the previous generations in nursing workforce. As a result, paradigm change in Generation Z related to the nursing profession occurred. There appears to be a desire inside Generation Z employees to find more meaning in their job, which influence those employees' commitment level to which the organization they belong to. This research is intended to find out and explore the relationship between meaningful work and the perception of organizational commitment from Generation Z employees.

This research was conducted using qualitative research method through phenomological approach. The data sources used in this research encompass primary data and secondary data. Data collection techniques were carried out through in-depth interviews with 3 informants that consist of Generation Z employees who work in Rumah Sakit Umum Banyumanik 2, Semarang.

The results of this study that were found revealed meaning in work influenced organizational commitment, unique characteristics which belong to Generation Z has its own influence in the way they find meaning in work, and organizational commitment has an influence in encouraging the formation of meaningful work. Organizational commitment impacts how meaningful work is shaped in an employee that's willing to work loyally in their workplace. The main requirement is, they must possess positive personal feelings to that organization. These personal feelings are related to the meaning which they will eventually find in their work.

Keywords : Meaningful Work, Meaning in Work, Organizational  
Commitment, Generation Z, Nurse, Hospital