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**ABSTRACT ACCEPTANCE NOTIFICATION**

Reference Number : **TICASH-117**

Title : The Role of Workplace Well-being and Psychological Capital to Increase Innovative Work Behavior on Generation Z Employees

Author : Rahma Amelia Putri, Ninawati

Dear Sir/Madam,

Thank you for your paper submission to the TICASH 2024. We are pleased to inform you that your abstract submission is accepted for presentation in TICASH 2024. In order to be published, you must send your full paper. Before submitting your full paper, we recommend that you check your manuscript to minimize obvious errors, such as formatting and grammatical errors.

It will be appreciated if you put your Reference Number and your name as your paper revision file name (e.g. 001\_Revise\_Wulan).

You need to send us your revised manuscript in Microsoft Office Document file format (doc or docx) to the TICASH 2024 committee (**ticash@untar.ac.id**) by **23 November 2024** to avoid unnecessary delay.

Further updated information will be published in our website (<http://ticash.untar.ac.id>)

If you have any questions, please do not hesitate to contact us.

Sincerely,

Assoc. Prof. Dr. Miharni Tjokrosaputro, M.M.,  
Chairman of Ticash 2024

# The Role of Workplace Well-being and Psychological Capital to Increase Innovative Work Behavior on Generation Z Employees

**Rahma Amelia Putri & Dr. Dra.Ninawati, M.M**  
**Faculty of Psychology, Tarumanagara University**

# Introduction

Technological developments that occur today are seen as a fundamental need of society. It supports digitalization in the world of work and can help the work process of employees in the current generation to be more effective. The rise of digitalization that occurs today marks the birth of a digital generation known as Generation Z. Generation Z is the generation born in the mid-1990s to the 2010s. The exact year differs depending on the reference source, but most are from 1995-2010.

**Generation Z**  
(known as digital native)

A key characteristic of Generation Z is their **ambition, confidence, and creativity**. This generation is highly motivated to find their dream job and opportunities to develop their skills.



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With the creativity that is part of the characteristics of Generation Z, Generation Z employees must have the same creativity to support the performance of themselves and the company. In the world of work, the term creative behavior is referred to **innovative work behavior (IWB)**

Innovative work behavior is a workplace process in which individuals generate, promote, and implement new ideas (Scott & Bruce, 1994)

Internal and external factors can lead to innovative work behavior. These include **psychological capital** and **workplace well-being** (Li & Zheng, 2014).

Psychological capital is defined as a person's positive psychological development condition characterized by **self-efficacy, optimism, hope, and resilience** (Luthans et al., 2007).

Workplace Well-being is closely related to the **health and well-being** that employees feel at work (Danna & Griffin, 1999).



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Psychological Capital



IWB

Several previous studies have shown that employees with high levels of psychological capital perform well and have high innovative abilities (Luthans et al., 2007; Slåtten et al., 2019; Tsegaye et al., 2020; Yan et al., 2020).

Workplace Well-being



IWB

The results of quantitative research conducted with employee participants in China demonstrate a direct and positive relationship between innovative work behavior and workplace well-being. This suggests that workplace well-being may also be influenced by the innovative work behavior of employees (Wang et al., 2022).

Based on previous phenomena, **researchers want to find out more about whether these two factors play a role in increasing innovative work behavior, and which factors have the strongest influence on innovative work behavior.** In addition, this research is also expected to be a reference for companies in knowing the characteristics of **Generation Z** who will face the industrial revolution so that companies can strive for a work environment that is in accordance with the characteristics of Generation Z.



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# Methods

- Methods : Non-experimental correlational quantitative research with the regression analysis method, which aims to examine the extent of the role of two independent variables (predictor variables) on one dependent variable (predicted variable).
- Sample : Non-probability sampling with purposive sampling technique, participants in this study are Generation Z employees with details of age 18-29 years, at least 1 year of work experience, domiciled in Jabodetabek.
- Instrument :
  - Workplace Well-being Questionnaire (WWQ) developed by Parker and Hyett (2011), measures workplace well-being variables.
  - Psychological Capital 12 Questionnaire (PCQ-12) developed by Luthans et al. (2007) measures psychological capital variables.
  - Innovative Work Behavior Scale developed by De Jong and Den Hartog (2010) measures innovative work behavior.







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For the contribution as **Presenter**, with the title:

The Role of Workplace Well-being and Psychological Capital to Increase Innovative Work Behavior on Generation Z Employees

**Tarumanagara International Conference on the Applications of Social Sciences & Humanities (TICASH) 2024**

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