

ABSTRAK

Tujuan dari penelitian ini adalah untuk menguji model peningkatan *Career Satisfaction* pada *Millennial generation* melalui pelatihan, *Spiritual Work Value* dan, *Millennial Leadership Skill*. Dalam penelitian ini menggunakan dua model pelatihan yaitu *Gamified Training* dan *Religious Oriented Training*. Dikarenakan di era sekarang *millennial generation* kurang berkerja dengan menggunakan batin dan rasa, suka akan kemudahan serta hanya memikirkan profit semata sehingga perlu adanya keseimbangan antara pelatihan yang sifatnya *gamification* dengan pelatihan yang mengedepankan nilai-nilai religiusitas. Generasi ini berbeda dengan generasi sebelumnya dan untuk mencapai kepuasan karir para milenial diperlukan metode *training* yang sedikit berbeda yang sifatnya *gamification* karena lebih praktis serta pelatihan dengan nilai-nilai religiusitas. Dengan adanya pelatihan tersebut akan meningkatkan *millennial ledership skill* dan *Spiritual Work Value*, sehingga dengan tingginya keterampilan dan nilai spiritual yang dimiliki individu akan mudah merasakan kepuasan dalam berkarir. Penelitian ini menggunakan metode kuantitatif dengan data primer diperoleh dari kuesioner. Pemilihan sampel akan menggunakan metode *non probability sampling*, yaitu teknik pengambilan sampel yang tidak semua populasi dapat menjadi sampel. Kriteria yang masuk diantaranya generasi milenial dengan usia 20-40 tahun. Data dikumpulkan dari 150 responden dosen Universitas Islam yang ada di Semarang. Analisis data menggunakan metode *Partial Least Square* (PLS) dengan *SmartPLS*. Hasil penelitian menunjukkan bahwa *Gamified Training* memberikan pengaruh positif dan signifikan terhadap *Millennial Leadership Skill*, *Religious Oriented Training* memberikan pengaruh positif dan signifikan terhadap *Spiritual Work Value* dan *Millennial Leadership Skill*, *Millennial Leadership Skill* dan *Spiritual Work Value* berpengaruh positif dan signifikan terhadap *career satisfaction*. Jadi, *gamified training*, *Religious Oriented Training*, berperan dalam peningkatan *Millennial Leadership Skill* dan *Spiritual Work Value* dan berpengaruh terhadap peningkatan *career satisfaction*.

Kata kunci: ***Gamified Training***, ***Religious Oriented Training***, ***Millennial Leadership Skill***, ***Spiritual Work Value***, dan ***Career Satisfaction***

ABSTRACT

The purpose of this study was to examine models for enhancing Career Satisfaction in Millennial generation through training, Spiritual Work Values and, Millennial Leadership Skills. In this study, two training models were used, namely Gamified Training and Religious Oriented Training. Because in the current era, the millennial generation does not work using mind and feeling, likes convenience and only thinks about profit, so there is a need for a balance between training that is gamification and training that prioritizes religious values. This generation is different from the previous generation and to achieve Career Satisfaction for millennials, a slightly different training method that is gamification is needed because it is more practical and training with religious values. With this training, it will increase millennial leadership skills and Spiritual Work Values, so that with the high skills and spiritual values possessed by individuals it will be easy to feel satisfaction in a career. This research uses quantitative methods with primary data obtained from questionnaires. The sample selection will use a non-probability sampling method, which is a sampling technique in which not all populations can be sampled. The criteria for entry include millennial generation aged 20-40 years. Data were collected from 150 respondents as lecturers at the Islamic University in Semarang. Data analysis used the Partial Least Square (PLS) method with SmartPLS. The results showed that Gamified Training had a positive and significant impact on Millennial Leadership Skills. Religious Oriented Training has a positive and significant effect on Spiritual Work Values and Millennial Leadership Skills, Millennial Leadership Skills and Spiritual Work Values have a positive and significant effect on career satisfaction. So, gamified training, Religious Oriented Training, play a role in increasing Millennial Leadership Skills and Spiritual Work Value and have an effect on increasing career satisfaction.

Keywords: *Gamified Training, Religious Oriented Training, Millennial Leadership Skill, Spiritual Work Value, and Career Satisfaction*