



## Meaningful Work as the Moderator of Increasing Challenging Job Demands and Job Boredom in Generation Y Workers

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### Abstract

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Job boredom is more often experienced by generation Y workers. This can be reduced by increasing challenging job demands. However, this factor does not always provide a long period to reduce job boredom. The existing phenomenon also shows that not only challenges, generation Y workers also want meaningful work. This study aimed to see the moderating effect of meaningful work in the relationship between increasing challenging job demands and job boredom in generation Y workers. Sampling was conducted on 327 generation Y workers (aged 23-40 years) throughout Indonesia. The data collection method used a questionnaire on job boredom ( $\alpha = 0.714$ ), increasing challenging job demands ( $\alpha = 0.832$ ), and meaningful work ( $\alpha = 0.929$ ). The main data analysis technique was using moderated multiple regression analysis. This result showed that meaningful work was a moderator in the relationship between increasing challenging job demands and job boredom. Increasing challenging job demands itself could reduce job boredom, but the result showed that meaningful work was more consistent in reducing job boredom than increasing challenging job demands. Therefore, besides providing challenges, meaningful work is also important to get the organization's attention so the workers, especially Generation Y, do not experience job boredom.

## INTRODUCTION

In 2025, the world of work is predicted to experience an increase in the number of generation Y workers by 75% (Mulyati et al., 2019), so the dominance of this generation's position will have a considerable impact on the organization. Generation Y was born from 1982 to 1999 (Twenge & Campbell, 2008), with quite different characteristics than other generations due to their intelligence and familiarity with digital technology (Clifton, 2016; Prasasti & Prakoso, 2020). Generation Y workers are identical in their creative, innovative, and productive nature, but their presence can also be a threat if the organization cannot understand and facilitate their potential (Prasasti & Prakoso, 2020). They want challenging job, fast-paced work, and get feedback (Hoeng, et al., 2019). If their work is monotonous, less challenging, and not autonomous, they tend to experience job boredom (Reijseger et al., 2013; Susihono, 2014; Forastero, Sjabadhyini, & Mustika, 2018).

Job boredom is defined as a state of dissatisfaction and low arousal due to unchallenged and unpleasant work stimuli (Reijseger et al., 2013; Oprea et al., 2019). In this all-modern work world, excessive use of information technology among young workers can also be one of the causes of boredom because it provides a monotonous and repetitive visualization stimulus (Mael & Jex, 2015). Generation Y workers tend to feel bored faster than previous generations (Hoeng et al., 2019). This is also explained in the research of Suryadi (2015), which found that 60% of generation Y tend to be more easily bored. Udey (2016) also explained that compared to baby boomers, generation Y can almost twice often experience job boredom. Generation Y like challenges and tend to be more demanding, making they are vulnerable to boredom (Solnet & Hood in Oktaviani & Purba, 2018).

The impact of job boredom can result in decreased physical and psychological health, emotional disorders, and the condition of not well-being (Teng, Hassan, & Kasa, 2016). If the employee feels bored continuously, it will encourage him to behave negatively, for example, high absenteeism, the intention of turnover, counterproductive behavior, accidents at work, decreased work performance, alcohol or drug abuse, and distress (Mann, 2012; Schaufeli & Salanova, 2014; Seçkin, 2018; Kim, et al., 2019). If these conditions are allowed, workers' productivity will decrease until it finally impacts to income and organizational performance (Susihono, 2014). This suggests that job boredom can also be a potential problem for the organization. However, research on job boredom is still becoming little concern compared to research on other well-being conditions, such as job satisfaction, work engagement, and burnout (Harju, Hakanen, & Schaufeli, 2014; Sánchez-Cardona et al, 2019).

This study refers to the theory of Job Demands-Resources Model (JD-R Model). This model is widely applied to research on work engagement (high job resources and low job demands) or burnout (low job resources and high job demands). However, it is still rare for this model to be used to describe job boredom conditions (Reijseger et al., 2013). Based on JD-R theory, job boredom is caused by low job resources and low job demands in the workplace. This combination of these job characteristics results in a less challenging work environment and provides little pleasure (Russell in Reijseger et al., 2013). Basically, job boredom arises due to the lack of stimuli from job or the workplace (Schaufeli & Salanova, 2014). Workers will experience job boredom when they feel their job is too easy or simple, less challenging, and has low job demands (Reijseger et al., 2013; van Wyk et al., 2016).

Meanwhile, Generation Y think that the existing job design can be changed by themselves (Lumentut & Ambarwati, 2021). Individuals do not always behave passively; instead, they can play an active role in self-management in their environment (Chen, 2020). Suryadi (2015) found that 70% of generation Y have an active nature, and as many as 78% also like to try any things, so it can be said that generation Y are active in challenging themselves with new things. This behavior is called increasing challenging

job demands, which is defined as proactively adding challenging job demands to achieve more difficult goals or voluntarily doing additional tasks without reward (Tims, Bakker, & Derks, 2012). Based on previous research, increasing challenging job demands was found to increase work motivation until ultimately able to reduce job boredom (Tims, Bakker, & Derks, 2012; Umayá, Maulina, & Budiharto, 2020; Oprea et al., 2019; Sánchez-Cardona et al., 2019).

Increasing challenging job demands is one of the dimensions of job crafting. Rasyid (2021) found that the effect of job crafting on job boredom in millennial employees is only as many as 23% which is small. Harju, Hakanen, & Schaufeli (2016) also explained that job crafting has a small effect of reducing job boredom. Challenges cannot explain the effect of negative conditions such as job boredom (Lovoll & Vitterso in Harju, Hakanen, & Schaufeli, 2016). This is because increasing challenging job demands is limited to certain conditions, while boredom is very stable over time (Wrzesniewski & Dutton in Harju, Hakanen, & Schaufeli, 2016). Sánchez-Cardona et al. (2019) also explained that challenge which also can ultimately provide a resource does not always have a long-term effect on the individual's well-being. Therefore, researchers assumed that there were other factors that could strengthen the effect of increasing challenging job demands on decreasing job boredom for a longer period.

Based on the JD-R model, decreasing job boredom could be done not only by increasing job demands, but also by increasing job resources. Research by Tims, Bakker, & Derks (2012) found that job resources in the form of structural resources and social resources could reduce job boredom. However, both these resources did not turn out to have a long-term effect on reducing job boredom (Harju, Hakanen, & Schaufeli, 2016). Siahaan & Gatari (2020) explained that meaningful work can be part of job resources because it provides a stimulus to understand the purpose of the job. When individuals do not feel challenged by their work, at the same time, they think that their work is meaningless, thus motivating them to look for more meaningful activities (van Tillburg & Igou, 2012). Schaufeli & Salanova (2014) also explained that making work more meaningful in addition to challenging work can reduce boredom.

Meaningful work is defined as an individual's perception of his/her work as a meaningful and positive thing, supportive of self-development, oriented towards specific goals, and beneficial to others and the surrounding environment (Steger, Dik, & Duffy, 2012). If individuals have found meaningful work, they will be more motivated, more satisfied, feel attached, not bored easily, and will not experience burnout (Sutrisno & Parahyanti, 2018; Ratu, 2020). Meaningful work is a perception which seen as a cognitive aspect in individuals. Employees will feel bored when they do not have sufficient cognitive resources (Westgate, 2019). Sánchez-Cardona et al. (2019) found that meaningful work significantly decreased job boredom when became a moderator in the relationship between perceived overqualification and job boredom. In addition, meaningful work training could also significantly reduce job boredom (Nurhayati, 2018).

Therefore, researchers also assumed that meaningful work could be a resource to reduce job boredom.

Job boredom occurs when individuals feel less challenged, and their activities are less meaningful (van Tillburg & Igou, 2012). Knowing that generation Y are active, when they are in a state of deprivation of job resources and job demands, it will encourage them to look for both these job characteristics to be balanced. Therefore, this study aimed to see whether increasing challenging job demands, strengthened by meaningful work, could reduce job boredom in generation Y workers. Based on this background, the hypothesis arises that meaningful work moderates the relationship between challenging job demands and job boredom in generation Y workers.

As far as researchers' findings were concerned, there has never been a study that related increasing challenging job demands to meaningful work for job boredom. Resources that have become the focus of previous studies were mostly social job resources, structural job resources, and other resources. In contrast, resources in the form of meaningful work have never been studied. In line with the explanation of Sánchez-Cardona et al. (2019), empirical research on the effect of moderation of meaningful work on job boredom is still rare. Therefore, this study was expected to be a novelty to add literature references related to wider effects, especially from increasing challenging job demands and meaningful work to reduce job boredom.

## **METHOD**

Participants in this study were generation Y workers who were born on 1982 to 1999 and were spread throughout Indonesia. The selected participants were workers with a minimum service period of 6 months in their current position. The selection of participants was made using non-probability sampling with the accidental sampling technique. The questionnaire was distributed online and lasted for one month. The questionnaire was included three attention checker items in simple questions that ensured that participants filled out the questionnaire in earnest and did not just fill it out. One example of an item attention checker is "Please choose number 3". Therefore, out of 420 participants who filled out the questionnaire then it was chosen 327 participants based on the suitability of the participant's characteristics which were looking for and accuracy in answering all attention checker items. Participants of this study were dominated by workers aged 27 to 40 years old, female, staying in DKI Jakarta, working as staff employees, job tenure in 2 to 10 years, working in the government industry, private company, and with the WFO-WFH combination work system. Here are the demographics of the participants of this study:

**Table 1 Demographics of Research Participants**

Demographics	Frequency	Percentage
<b>Age</b>		
21 – 26 ( <i>Establishment stage</i> )	144	44%
27 – 40 ( <i>Advancement stage</i> )	183	56%
<b>Sex</b>		
Male	117	35.8%
Female	210	64.2%
<b>Province</b>		
Aceh	1	0.3%
North Sumatra	7	2.1%
West Sumatra	5	1.5%
Riau	21	6.4%
Riau Islands	1	0.3%
South Sumatra	1	0.3%
Bangka Belitung	7	2.1%
Banten	23	7.0%
DKI Jakarta	110	33.6%
West Java	90	27.5%
Central Java	16	4.9%
East Java	12	3.7%
DIY	8	2.4%
Bali	2	0.6%
Gorontalo	3	0.9%
North Sulawesi	9	2.8%
Southeast Sulawesi	1	0.3%
West Sulawesi	1	0.3%
North Kalimantan	1	0.3%
East Kalimantan	2	0.6%
North Maluku	3	0.9%
Maluku	1	0.3%
Jambi	2	0.6%
<b>Job Type</b>		
Staff employees	182	55.7%
Educators	38	11.6%
Consultants	4	1.2%
Managers	9	2.8%
Civil servants	84	25.7%
Health workers	10	3.1%
<b>Working Time</b>		
<2 years	134	41%
2 – 10 years	174	53.2%
> 10 years	19	5.8%
<b>Field of Work/Industry</b>		
Health	20	6.1%
Manufacturing	39	11.9%
Education	50	15.3%
Banking	9	2.8%
Government	76	23.2%
IT	28	8.6%
Service	48	14.7%
Infrastructure	21	6.4%

Trade	9	2.8%
Mining	9	2.8%
Advertising	4	1.2%
Logistics	7	2.1%
Food	4	1.2%
Agriculture	2	0.6%
Animal Science	1	0.3%
<b>Type of Company</b>		
State-Owned Enterprises	26	8%
Government	99	30.3%
Private company	182	55.7%
NGO	2	0.6%
Start-up	18	5.5%
<b>Work System</b>		
Work From Office (WFO)	96	29.4%
Work From Home (WFH)	45	13.8%
WFO-WFH combination	186	56.9%

The instrument was considered to have good internal consistency or reliability if  $\alpha = 0.7$  to  $0.8$  or more (Kaplan & Sacuzzo, 2005) and good validity if  $GFI > 0.90$ ;  $CFI > 0.90$ ;  $NFI > 0.90$ ;  $IFI > 0.90$ ;  $RMSEA < 0.10$  (Meyers et al., 2005). One of the instruments used in this study was job boredom to measure how often participants experience job boredom. This instrument is unidimensional that has been adapted by Maulina (2018) from the original measuring instrument of Reijseger et al. (2013), namely the Dutch Boredom Scale (DUBS). The scale of this instrument used Likert scale (1 = Never; 2 = Almost Never; 3 = Rarely; 4 = Sometimes; 5 = Often; 6 = Very Often; and 7 = Always). The number of items were five items after eliminating one invalid item through the model fit test, so this instrument had good internal consistency with the  $\alpha = 0.714$  and good validity with the model fit, namely  $GFI = 0.991$ ;  $CFI = 0.994$ ;  $NFI = 0.978$ ;  $IFI = 0.994$ ;  $RMSEA = 0.035$ . One example of an item on this instrument was “I feel bored with my work.”

In addition, the instrument of increasing challenging job demands was used to measure how often participants show the behavior of increasing challenging job demands. This instrument is one of the dimensions of the measuring instrument of job crafting, which is multidimensional and has been adapted by Maulina (2018) from the original measuring instrument of Tims, Bakker, & Derks (2012), namely the Job Crafting Scale (JCS). The Likert scale used in this instrument is five scales (1 = Never; 2 = Very Rarely; 3 = Rarely; 4 = Sometimes; 5 = Often). The instrument of increasing challenging job demands had five items with good internal consistency  $\alpha = 0.832$ . The result of the model fit test also showed fit, with the  $GFI = 0.984$ ;  $CFI = 0.988$ ;  $NFI = 0.980$ ;  $IFI = 0.988$ ; and  $RMSEA = 0.071$ . One example of an item of increasing challenging job demands was “I like to try to make my work more challenging by understanding aspects of my work.”

Moreover, the instrument of meaningful work was used to measure participants' perceptions of meaningful work in their work. This instrument is unidimensional,

consisting of 3 phases, namely positive meaning in work, meaning making through work, and greater good motivation. The instrument in this study was an adaptation of the original measuring instrument of Steger, Dik, & Duffy (2012), namely the Work and Meaning Inventory (WAMI) and has been adapted by researchers through forward-backward translation. The scale of this instrument used a Likert scale (1 = Strongly Disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5 = Strongly Agree). The number of items in this instrument were eight items after eliminating one invalid item and one unfavorable item. Therefore, this instrument had a good internal consistency = 0.929 and good validity with the model fit, namely GFI = 0.946; CFI = 0.970; NFI = 0.959; IFI = 0.970; RMSEA = 0.092. One example of an item from this instrument was “I have found a job that has a satisfactory purpose.”

The data analysis techniques used in this research are (1) Correlation test between variables; (2) Hierarchical regression analysis tests for the hypothesis test, which is the first level was begun with simple regression analysis, then it was continued with multiple regression analysis using the liner regression program. The next test was moderated multiple regression analysis, which used the HAYES Process model 1 program with mean-centered. These three levels of analysis aimed to see the role pattern of the increasing challenging job demands as an independent variable and meaningful work as a moderator variable toward job boredom as a dependent variable, in order to determine how strong the role of meaningful work to decrease job boredom. The entire data analysis technique was performed using IBM SPSS Statistics V.26 software.

## RESULTS

The results showed the results of the correlation test between variables and the results of hierarchical regression analysis to answer the research hypothesis.

**Table 2 The Correlation Test Results Between Variables**

No	Variable	M	SD	Correlation		
				1	2	3
1	Job Boredom	15.98	5.421	-		
2	Increasing Challenging Job Demands	18.12	4.084	-0.241**	-	
3	Meaningful Work	32.06	6.099	-0.501**	0.382**	-

\* \*Correlation test using Pearson Correlation, significance ( $p < 0.01$ )

Description: M = Mean; SD = Standard Deviation

The correlation test between variables showed that each variable significantly correlated, such as there was a negative relationship between increasing challenging job demands and job boredom, there was a negative relationship between meaningful work and job boredom, and there was a positive relationship between increasing challenging job demands and meaningful work. Before performing the regression test, a classical assumption

test was performed first. The classical assumption test has met all the prerequisite tests, including the normality, linearity, multicollinearity, and heteroscedasticity tests based on Pallant (2007). Therefore, hierarchy regression analysis was carried out to see the pattern of the role of the independent variable on the dependent variable. Here are the results,

**Table 3 Results of Hierarchical Regression Analysis Test**

Hierarchy Regression			Under Standardized B / Coefficient	Standard Error (SE)	t	Sig.	R <sup>2</sup>
<b>Step 1</b>							
Increasing Demands	Challenging	Job	- 0.321	0.072	- 4.450	0.000	0.058
Sex (Control Variable)			- 0.087	0.614	- 0.141	0.888	
<b>Step 2</b>							
Increasing Demands	Challenging	Job	- 0.080	0.070	- 1.156	0.249	0.254
Meaningful Work			- 0.424	0.047	- 9.017	0.000	
Age (Control Variable)			- 0.152	0.542	- 0.281	0.779	
Sex (Control Variable)			- 0.240	0.557	- 0.431	0.666	
<b>Step 3</b>							
Increasing Demands	Challenging	Job	- 0.0938	0.0692	- 1.3540	0.1767	
Meaningful Work			- 0.4282	0.0466	- 9.1812	0.0000	0.268
Increasing Demands x Meaningful work	Challenging	Job	- 0.0222	0.0089	- 2.4966	0.0130	
Age (Control Variable)			- 0.1992	0.5383	- 0.3701	0.7116	
Sex (Control Variable)			- 0.2745	0.5529	- 0.4964	0.6199	

Description: Step 1 and Step 2 used linear regression test; Step 3 used Hayes mean-centered model 1 test

Increasing challenging job demands had a negative significant role in job boredom, so it could reduce job boredom. Meaningful work could also consistently reduce job boredom in step 2 and 3. In the moderated multiple regression analysis test (step 3), showed the significant interaction between increasing challenging job demands and meaningful work toward job boredom. Furthermore, to see which level of meaningful work was significant in the interaction, it was showed in conditional effects results as follows:

**Table 4 Conditional Effects Results**

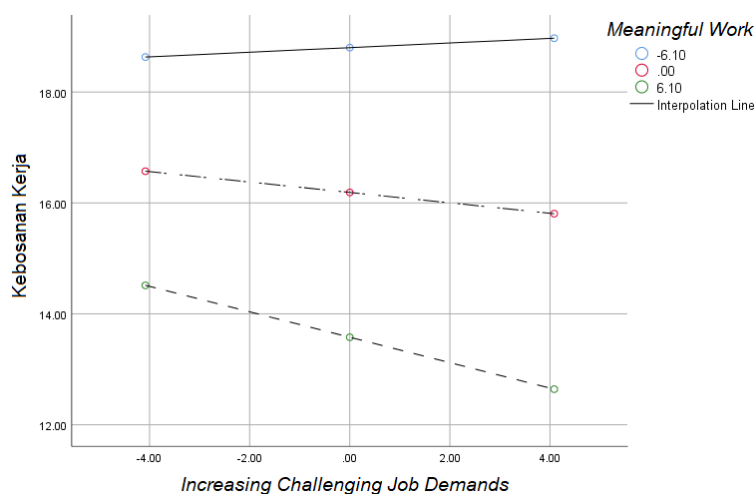
Meaningful Work	Effect	se	t	p	LLCI	LLCI
- 6.0986	0.0416	0.0846	0.4917	0.6232	- 0.1248	0.2080
0.0000	- 0.0938	0.0692	- 1.3540	0.1767	- 0.2300	0.0425
6.0986	- 0.2291	0.0912	- 2.5128	0.0125*	- 0.4085	- 0.0497

\*Significance ( $p < 0.05$ )

The results of conditional effects on the moderation test showed significance only when meaningful work was at the high level, so there must be a whole phase of meaningful work itself, namely positive meaning in work, meaning making through work, and greater



good motivation. These results can be seen through the following chart visualization:



**Figure 1 The Interaction Graph of Moderation Test (Source: SPSS)**

The interaction graph shows that when meaningful work is low (the blue color), if increasing challenging job demands is higher, then job boredom will be higher. When meaningful work is moderate (the red color), the higher increasing challenging job demands, then the job boredom will be lower. Based on the statistical result showed that the interaction occurs significantly only when meaningful work is high (the green color). The interaction graph also showed that when meaningful work is high, if increasing challenging job demands higher, so that job boredom will be significantly lower.

## DISCUSSION

Hypothesis test result showed that meaningful work moderated the relationship between increasing challenging job demands and job boredom. A negative moderation role indicated that the interaction of meaningful work with increasing challenging job demands will decrease job boredom. In other words, the role of meaningful work can strengthen the negative relationship between increasing challenging job demands and job boredom. This result is in line with the statement of van Tillburg & Igou (2012), who stated that job boredom is caused by lack of challenge and meaning in work. Specifically, the perception of work that lack of challenge and meaning is the core cause of job boredom (van Tillburg & Igou, 2012).

Increasing challenging job demands and meaningful work correlated positively. The higher increasing challenging job demands, the more meaningful the perception of the job that will be created by generation Y workers, and vice versa. This is in line with several previous studies that showed that these two things were correlated. Workers who increase challenges adjust to their needs and interests; then, they will perceive that their work is more meaningful (Oprea, Pașduraru, & Iliescu, 2020). Meanwhile, in the research of Umayya, Maulina, Budiharto (2020), job crafting training was conducted by providing stimulus about the meaning of work first and then facilitated increasing challenging job demands and other job crafting dimensions training to reduce job boredom. Therefore,

these two things are related to each other. Increasing challenging job demands can lead to a perception that the work is meaningful, and vice versa.

In moderated regression analysis in this research, it was found that the role of increasing challenging job demands became insignificant to job boredom, while the role of meaningful work was found to be significantly negative to job boredom. This result showed that meaningful work had a greater effect on reducing job boredom than increasing challenging job demands. In the moderation graph in this research, high meaningful work significantly moderated the relationship between increasing challenging job demands and job boredom, compared to medium and low meaningful work. When meaningful work was moderate, increasing challenging job demands could still reduce job boredom, even if it was not significant. However, the interesting thing is that when meaningful work was low, increasing challenging job demands could increase job boredom instead. This result proved the statement of van Wyk et al. (2016) which explained that increasing the workload without finding meaning in work will not effectively reduce job boredom.

Nevertheless, the result of this study showed that increasing challenging job demands itself had a role in reducing job boredom. Correlation test also showed that increasing challenging job demands and job boredom negatively correlated. In general, individuals who experience job boredom will look for stimuli to get pleasure and inspiration. Specifically, job boredom is associated with a lack of challenging job demands (Reijseger et al., 2013; van Tillburg & Igou, 2012). The behavior of increasing challenging job demands will reduce job boredom (Reijseger et al., 2013; Harju, Hakanen, & Schaufeli, 2016; Sánchez-Cardona et al., 2019). However, for generation Y workers, it depends on whether the work has meaning for them or not. Excessive job demands can also give a person no purpose when working, so meaningful work is quite important to provide a purpose to work (Harju, Hakanen, & Schaufeli, 2014).

Based on the JD-R model theory, job characteristics comprise two large categories, namely job demands and job resources (Tims, Bakker, & Derks, 2012). Job demands are aspects of work that require effort or physical (cognitive) and psychological (emotional) skills, such as high workloads and emotional interaction demands with others. Furthermore, job demands are divided into challenge job demands and hindrance job demands. Challenge job demands are job demands that support individual's growth and achievement. In contrast, hindrance job demands are job demands that raise excessive constraints or circumstances that are unwilling and inhibit individuals from achieving their goals (Bakker & Demerouti, 2016). The behavior towards job demands which can reduce job boredom is increasing challenging job demands (Tims, Bakker, & Derks, 2012).

Meanwhile, job resources are aspects of work that serve to achieve job goals, reduce job demands, and provide a stimulus for personal growth, learning, and personal development, for example, autonomy and performance feedback (Tims, Bakker, & Derks, 2012). Job resources can increase motivation when job demands are high (Bakker & Demerouti, 2016).

Job resources are not only in the form of social relationships with colleagues or superiors, and changes in structure, job, performance feedback, autonomy, or others. However, job resources can also be generated from meaningful work. Perception that their work has a meaning will give meaning to themselves and was beneficial to others and the surrounding environment, can help workers understand and have goals in their work (Siahaan & Gatari, 2020).

The result of this study indicated that meaningful work consistently decreased job boredom. Correlation tests also showed that meaningful work and job boredom were negatively correlated. When the work has a positive meaning, gives meaning in life or self-development, and is beneficial to the surrounding environment, then generation Y workers will not experience boredom. Ambiguity in job resources owned is one of the causes of job boredom (Harju, Hakanen, & Schaufeli, 2014). Sánchez-Cardona et al. (2019) also found that meaningful work decreased job boredom by 52% in employees who felt overqualified. If applied through training, meaningful work was also found to reduce job boredom (Nurhayati, 2018). Workers who are increasingly able to mean their work will feel engage to their work; this condition is the same as not feeling bored or burned out when working (Ratu, 2020).

Generation Y workers think that they can change the existing job design (Lumentut & Ambarwati, 2021). Therefore, generation Y tend to have the behavior of increasing challenging job demands. This is due to the characteristics of them who like challenges, so they will be more motivated to complete their work (Weyland in Lumentut & Ambarwati, 2021). Basically, job boredom arises if the work done is too easy, less challenging, and does not provide sufficient stimuli (Reijseger et al., 2013; van Wyk et al., 2016). Thus, providing job challenges can reduce job boredom (Umayana, Maulina, & Budiharto, 2020).

In addition, the most sought after by generation Y workers is meaningful work, and 83% of them want a work environment that supports their personal growth (Utomo & Noormega, 2020; Hoeng, et al., 2019). In their work, generation Y workers do not only want salaries or rewards, but they also have goals to achieve, provide the best results for the surrounding environment, and cultivate meaning in their own lives (Clifton, 2016). Meaningful work is a subjective perception (Steger, Dik, & Duffy, 2012). However, generation Y workers generally assess that meaningful work is a job that has positive benefits for organizational members (Lee, 2017). Generation Y workers' orientation in work is to do something that can positively impact the world (Scaefer in Devina & Dwikardasa, 2019).

Increasing challenging job demands is defined as the behavior to achieve more difficult goals or voluntarily doing additional tasks without reward (Tims, Bakker, & Derks, 2012). Likewise, meaningful work for generation Y workers is interpreted as a perception of their work whether it is positive and supports self-development, has goals, and is beneficial to others and the surrounding environment (Steger, Dik, & Duffy, 2012). Therefore, both are key to playing an important role in reducing job boredom, especially

in Generation Y workers.

However, this research is inseparable from limitation, so it requires further research. The limitation of this study is related to the sample that focused only on generation Y workers. Meanwhile, job boredom is a universal condition that every individual can experience. Therefore, further researchers are recommended to conduct further research on a wider sample not limited to generations. In addition, the results of this study showed the low effect of increasing challenging job demands by 5.8% ( $R^2 = 0.058$ ) towards job boredom, then further research can consider the mediating role of increasing challenging job demands towards job boredom.

## CONCLUSION

Based on the results of this study, it can be concluded that meaningful work strengthens the relationship between increasing challenging job demands and job boredom in generation Y workers. The characteristics of generation Y, who tend to like challenges, make them vulnerable to experience job boredom if the work they do is not challenging. In addition, generation Y workers also want what they do in work is a positive thing, provide development for themselves, and positively impact others and the surrounding environment. In general, job boredom occurs due to the lack of challenges and meaning in work. The behavior of increasing challenging job demands itself could reduce job boredom experienced by generation Y workers. However, it was found that meaningful work had a greater role in reducing job boredom. When meaningful work was low, increasing challenging job demands was found to have the potential to increase job boredom. Meanwhile, when meaningful work was moderate, increasing challenging job demands could still decrease job boredom, even if it was not significant. This relationship was significant if generation Y workers had a high meaningful work. Therefore, for generation Y workers, the behavior of increasing challenging job demands itself was not enough to decrease job boredom, but it needs to be strengthened by the perception that their work has meaning for them.

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