

ABSTRACT

The Central Bureau of Statistics (BPS) survey results show that the COVID – 19 pandemic is causing a decline in mental health in young people, especially those aged 17 - 30. The increasing number of layoffs also makes employees feel afraid of losing their jobs and face demands to work from home, giving rise to organizational change.

This study aims to investigate the influence of psychological capital on mental health, readiness to face organizational change, and job insecurity in millennial generation employees in the Jakarta area during the COVID – 19 pandemic. The research method used is a quantitative approach by distributing questionnaires to 400 respondents selected using non-probability sampling techniques.

The results showed that psychological capital has a significant influence on the mental health of millennial generation employees in the Jakarta area during the COVID - 19 pandemic. In addition, psychological capital also affects employee readiness in dealing with organizational changes and job insecurity felt by millennial generation employees in the Jakarta area during the COVID - 19 pandemic. The greatest influence is on the effect of psychological capital on mental health, which can explain 52.0% of the variance in the mental health of millennial generation employees in the Jakarta area.

This study provides a better understanding of how psychological capital can influence mental health, and preparedness for change and job insecurity in millennial generation employees during the COVID-19 pandemic. These findings can serve as a basis for the development of strategies or programs that focus on improving the mental health and psychological resilience of employees during the pandemic. Based on the research findings, it is recommended that companies and organizations in the Jakarta area pay more attention to the psychological capital of millennial generation

employees. Training and psychological support programs can help improve mental health and reduce levels of job insecurity during the pandemic.

Keywords: Psychological Capital, Mental Health, Readiness for Organizational Change, Job Insecurity