

ABSTRACT

Millennials are those born between 1980-1994. They are known as the generation that initiated the massive use of technology, where technology forms their ecosystem at work. Then it is also described as a generation that has high expectations at work, of course related to promotions and returns. In terms of leadership and interaction, this generation prefers a leadership model that is always present and gives direction to its subordinates. They even want a reprimand and appreciation for the work they have done. The millennial generation will fill the majority of the workforce in the next few years. One of the existing employment sectors is non-profit. Where this sector is present to provide basic services for people in need. These basic services are often related to basic needs such as food, health, education, and care for people with disabilities. It is in this gap that this sector exists. Interestingly, the non-profit sector, as the name suggests, does not aim to gain as much profit as the profit sector. In line with this, the culture in this sector seems to be the opposite of the work culture desired by the millennial generation. Non-profit organizations certainly cannot provide high returns to their employees, let alone meet the expectations of millennials. This research focuses on the millennial generation who choose to work in the non-profit sector. The research was conducted with a phenomenological study of six informants. From this research it can be seen that millennials want to choose the non-profit sector because they want to actualize themselves, not just fulfill their basic needs. Then there is a spirit of service, namely serving the needs of others, and a comfortable environment for their work now.

Keywords : *Millennial, Self Actualization, Service*