Employee Engagement Pada Generasi Millenial
(Studi Mahasiswa Aktif dan Alumni Di UPNVJ)

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Abstrak

Penelitiaan ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui Employee Engagement pada Generasi Millenial. Populasi dalam penelitian ini Penelitian dilakukan dengan mengambil sampel Mahasiswa yang Aktif dan Alumni dengan usia kelahiran 1981-1995 di UPNVJ dengan jumlah sebanyak 100 responden. Ukuran sampel diambil sebanyak 100 respnden, dengan metode *probability sampling* khususnya *simple random sampling*. Pengumpulan data dilakukan melalui penyebaran kuisioner. Teknik analisis yang digunakan adalah metode analisis PLS (*Partial Least Square*). Hasil penelitian ini menunjukan bahwa (1) *Employee Satisfaction* berpengaruh terhadap *Employee Engagement* dengan nilai koefisien jalur sebesar 0,312. (2) *Grit* berpengaruh terhadap *Employee Engagement* dengan nilai koefisien jalur sebesar 0,296 (3) *Grit* berpengaruh terhadap *Employee Satisfaction* dnegan nilai koefisien jalur sebesar 0,256 (4) *Job Resources* berpengaruh terhadap *Employee Engagement* dengan nilai koefisien jalur sebesar 0,215 (5) *Job Resources* berpengaruh terhadap *Employee Satisfaction* dengan nilai koefisien jalur sebesar 0,741 (6) *Worklife Balance* berpengaruh terhadap *Employee Engagement* dengan nilai koefisien jalur sebesar 0,139 (7) *Worklife Balance* tidak berpengaruh terhadap *Employee Satisfaction* dengan nilai koefisien jalur sebesar 0,296.

Kata Kunci: Employee Engagement, Grit, Job Resources, Worklife Balance, Employee Satisfaction

Employee Engagement For Millennials
(a Study of Students and Alumni at UPNVJ)

By Akbar Hidayatulloh

Abstract

This research is a quantitative research that aims to study Employee Engagement in Millennials. The population in this study The study was conducted by taking samples of Active Students and Alumni with birth ages 1981-1995 at UPNVJ with a total of 100 respondents. Samples were taken as many as 100 respondents, with a special probability sampling method specifically simple random sampling. Data collection is done through questionnaire collection. The analysis technique used is the PLS (Partial Least Square) analysis method. The results of this study indicate that (1) Employee Satisfaction affects Employee Engagement with a path coefficient of 0.312. (2) Grit Role on Employee Engagement with a path coefficient value of 0.296 (3) Grit influence on Employee Satisfaction with a path coefficient value of 0.256 (4) Employment Resources increases the Employee Involvement with a path coefficient value of 0.215 (5) Employee Satisfaction with path coefficient value of 0.741 (6) Worklife Balance contributes to Employee Engagement with a path coefficient value of 0.139 (7) Worklife Balance does not support Employee Satisfaction with a path coefficient value of 0.296.

Keywords : Employee Involvement, Grit, Job Resources, Work Life Balance, Employee Satisfaction