

ABSTRAK

Karyawan generasi milenial yang memiliki *Work Engagement* sangat diperlukan perusahaan, karena karyawan yang *engaged* dalam bekerja cenderung bersemangat dan merasakan hubungan yang mendalam terhadap organisasi. Penelitian ini bertujuan untuk mengetahui hubungan Berpikir Positif dengan *Work Engagement* pada karyawan generasi milenial. Subjek penelitian ini adalah karyawan di Perusahaan X yang tergolong dalam generasi milenial, berusia antara 19 – 38 tahun. Pengumpulan data dilakukan dengan menggunakan Skala Berpikir Positif dan Skala *Work Engagement*, yang memiliki koefisien reliabilitas *Cronbach Alpha* sebesar 0,859 dan 0,909. Teknik analisis data yang digunakan adalah teknik analisis *pearson correlation*. Berdasarkan hasil penelitian, diperoleh koefisien korelasi 0,708 ($p < 0,01$). Hal ini berarti ada hubungan positif antara Berpikir Positif dengan *Work Engagement* pada karyawan generasi milenial di perusahaan X, dan menunjukkan bahwa variabel Berpikir Positif memiliki kontribusi sebesar 50,2% terhadap variabel *Work Engagement*, sedangkan sisanya 49,8% dipengaruhi oleh faktor lain. Manfaat dari penelitian ini dapat menambah khasanah teori-teori psikologi, terutama psikologi industri dan organisasi serta psikologi positif, dan hasil penelitian diharapkan dapat memberi informasi kepada perusahaan mengenai pentingnya berpikir positif bagi karyawan generasi milenial sehingga *Work Engagement* dapat meningkat.

Kata kunci: *Work Engagement*, berpikir positif, generasi milenial

ABSTRACT

Millennial generation employees who have Work Engagement are needed by the company, because employees who are engaged in work, tend to be excited and feel a deep connection to the organization. This study aims to determine the relationship of Positive Thinking with Work Engagement in millennial generation employees. The subjects of this study were employees of Company X belonging to the millennial generation, aged between 19-38 years. Data collection was performed using the Positive Thinking Scale and Work Engagement Scale, which have a Cronbach Alpha reliability coefficient of 0.859 and 0.909. The data analysis technique used is Pearson correlation analysis technique. Based on the results of the study, obtained a correlation coefficient of 0.708 ($p < 0.01$). This means that there is a positive relationship between Positive Thinking and Work Engagement among millennial generation employees in company X, and shows that Positive Thinking variable has a contribution of 50.2% to the Work Engagement variable, while the remaining 49.8% is influenced by other factors. The benefits of this research can add to the psychology theories, especially industrial and organizational psychology and positive psychology, and the results of the research are expected to provide information to companies about the importance of positive thinking for millennial generation employees so that Work Engagement can increase.

Keywords: *Work Engagement, positive thinking, millennial generation*