

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi dukungan atasan dengan *work engagement* karyawan generasi milenial. Subjek penelitian ini berjumlah 87 karyawan generasi milenial yang ada di Indonesia, berusia minimal 20 tahun dan lama bekerja minimal 1 tahun. Metode pengumpulan data dalam penelitian ini menggunakan Skala persepsi dukungan atasan dan *work engagement*, metode analisis dalam penelitian ini menggunakan metode analisis korelasi *product moment*. Hasil analisis data diperoleh hasil korelasi (r_{xy}) 0,490 dengan $p = 0,000$ ($p < 0,050$) yang berarti bahwa terdapat hubungan yang positif antara persepsi dukungan atasan dengan *work engagement* karyawan generasi milenial, semakin positif persepsi dukungan atasan akan cenderung diikuti oleh semakin tingginya *work engagement*. Sumbangan efektif persepsi dukungan atasan terhadap *work engagement* sebesar 24,1% yang ditunjukkan dari nilai koefisien determinasi (R^2) sebesar 0,241 dan 75,9% dipengaruhi oleh faktor-faktor lainnya.

Kata kunci : Persepsi dukungan atasan, *work engagement*, karyawan generasi milenial

ABSTRACT

This study aims to determine the relationship between perceived supervisor support and work engagement of millennial employees. The subjects of this study amounted to 87 millennial generation employees in Indonesia, aged at least 20 years and working at least 1 year. The data collection method in this study uses the perceived supervisor support and work engagement scale, the analytical method in this study uses the product moment correlation analysis method. The results of data analysis obtained a correlation (r_{xy}) of 0.490 with $p = 0.000$ ($p < 0.050$) which means that there is a positive relationship between perceived supervisor support and work engagement of millennial employees, the more positive the perception of superior support will tend to be followed by higher work engagement. The effective contribution of perceived superior support to work engagement is 24.1%, which is indicated by the coefficient of determination (R^2) of 0.241 and 75.9% is influenced by other factors.

Key words : *perceived supervisor support, work engagement, millennial generation employees.*