

PENGARUH SELF LEADERSHIP TRAINING TERHADAP WORK ENGAGEMENT PADA KARYAWAN MILENIAL

Abstrak

Karyawan yang memiliki *Work Engagement* akan memberikan penilaian yang baik terhadap organisasinya dan akan terjalin hubungan saling membutuhkan antara karyawan dengan organisasi. Penelitian ini bertujuan untuk melihat apakah *Self Leadership Training* mampu meningkatkan *Work Engagement* pada karyawan milenial. Subjek pada penelitian ini adalah karyawan milenial di Sekolah Tumbuh. Jumlah sampel yang diambil pada penelitian ini sebanyak 20 karyawan milenial yang masuk dalam kategori *Work Engagement* yang rendah hingga sedang. Metode penelitian yang digunakan adalah metode quasi eksperimen dengan skala sebagai alat pengumpulan data. Skala yang digunakan dalam penelitian ini adalah skala *Work Engagement*, dengan menggunakan intervensi *Self Leadership Training*. Analisis data yang digunakan adalah teknik paired sample t test dan independent sample t test. Analisis independent sample t test menghasilkan nilai $t = 3.193$ dengan nilai $p = 0,005$ ($p < 0,01$) yang berarti terdapat perbedaan nilai posttest kelompok kontrol dan kelompok eksperimen. Analisis paired sample t test menghasilkan nilai $t = -3.414$ dengan nilai $p = 0.008$ ($p < 0.01$) yang berarti adanya perbedaan nilai *Work Engagement* pada pretest dan posttest pada kelompok eksperimen. Temuan ini mampu memberikan bukti bahwa *Self Leadership Training* mampu meningkatkan *Work Engagement* pada karyawan milenial.

Kata Kunci: *work engagement, self leadership, karyawan milenial*

THE EFFECT OF SELF LEADERSHIP TRAINING ON WORK ENGAGEMENT FOR MILENIAL EMPLOYEES

Employees who have Work Engagement will give a good assessment of their organization and there will be mutual need between employees and the organization. This study aims to see whether Self Leadership Training is able to increase Work Engagement for millennial employees. The subjects in this study were millennial employees at the Growing School. The number of samples taken in this study were 20 millennial employees who were included in the low to moderate Work Engagement category. The research method used is a quasi-experimental method with a scale as a data collection tool. The scale used in this study is the Work Engagement scale, using the Self Leadership Training intervention. Data analysis used is paired sample t test and independent sample t test. The independent sample t test analysis resulted in a t value = 3.193 with a p value = 0.005 ($p < 0.01$) which means that there are differences in the posttest scores of the control group and the experimental group. The paired sample t test analysis resulted in a t value = -3.414 with a p value = 0.008 ($p < 0.01$), which means that there is a difference in the value of Work Engagement in the pretest and posttest in the experimental group. This finding is able to provide evidence that Self Leadership Training is able to increase Work Engagement for millennial employees.

Keywords: work engagement, self leadership, millennial employees