

ABSTRAK

Work engagement adalah suatu keadaan positif pada karyawan atau pekerja yang sedang bekerja yang melibatkan fisik, emosional sehingga mampu berkomitmen terhadap perusahaan yang ditandai dengan semangat, dedikasi dan penghayatan atau penyerapan yang tinggi. Penelitian ini bertujuan untuk mengetahui hubungan antara *learning agility* dengan *work engagement* pada karyawan milenial di PT. Balai Lelang Indonesia. Teknik sampling yang digunakan dalam penelitian ini adalah *purposive sampling*. Subjek penelitian ini berjumlah 63 responden yang merupakan karyawan milenial di PT. Balai Lelang Indonesia dengan karakteristik karyawan milenial dengan usia 24-44 tahun dan sudah bekerja minimal selama 1 tahun. Metode pengumpulan data menggunakan skala *learning agility* dan skala *work engagement*. Adapun hasil hipotesis menggunakan uji korelasi *product moment*. Hasil penelitian menunjukkan bahwa diperoleh nilai korelasi sebesar (r_{xy})=0,382) maka dapat dikatakan terdapat hubungan positif antara *learning agility* dengan *work engagement* pada karyawan milenial di PT. Balai Lelang Indonesia. Hal ini menunjukkan bahwa hipotesis yang diajukan diterima.

Kata Kunci: *Learning Agility, Work Engagement*

ABSTRACT

Work engagement is a positive condition in employees or workers who are working which involves them physically and emotionally so they are able to commit to the company which is characterized by enthusiasm, dedication and high appreciation or absorption. This research aims to determine the relationship between learning agility and work engagement among millennial employees at PT. Balai Lelang Indonesia. The sampling technique used in this research was purposive sampling. The subjects of this research were 63 respondents who were millennial employees at PT. Balai Lelang Indonesia with characteristics of millennial employees aged 24-44 years and who have worked for at least 1 year. The data collection method uses the learning agility scale and work engagement scale. The hypothesis results use the product moment correlation test. The results of the research show that a correlation value of $(r_{xy})=0.382$ is obtained, so it can be said that there is a positive relationship between learning agility and work engagement among millennial employees at PT Balai Lelang Indonesia. This shows that the proposed hypothesis is accepted.

Keywords: *Learning Agility, Work Engagement*