

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *employee engagement* dengan disiplin kerja pada karyawan milenial di Yogyakarta. Hipotesis yang diajukan adalah adanya hubungan positif antara *employee engagement* dengan disiplin kerja karyawan milenial di Yogyakarta. Semakin positif *employee engagement* maka akan semakin tinggi pula disiplin kerja karyawan milenial di Yogyakarta, dan sebaliknya jika semakin negatif *employee engagement* maka semakin rendah disiplin kerja karyawan milenial di Yogyakarta. Subjek dalam penelitian ini berjumlah 100 orang karyawan milenial yang bekerja di Yogyakarta. Cara pengambilan data menggunakan metode *random sampling*. Pengambilan data menggunakan skala disiplin kerja dan skala *employee engagement*. Teknik analisis data yang digunakan adalah analisis deskriptif dan analisis *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0.299 dengan $p = 0.003$ ($p < 0.05$). Hasil tersebut menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *employee engagement* dengan disiplin kerja. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0.089 variabel disiplin kerja memberikan sumbangan efektif sebesar 8.9% terhadap variabel *employee engagement* dan sisanya 91.1% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini.

Kata Kunci: Disiplin Kerja, *Employee Engagement*

ABSTRACT

This study has problems related to work discipline and employee This study aims to determine the relationship between employee engagement with work discipline in millennial employees in Yogyakarta. The hypothesis proposed is that there is a positive relationship between employee engagement and the work discipline of millennial employees in Yogyakarta. The more positive employee engagement eating will be the higher the work discipline of millennial employees in Yogyakarta, and vice versa if the more negative employee engagement, the lower the work discipline of millennial employees in Yogyakarta. The subjects in this study amounted to 100 millennial employees working in Yogyakarta. How to retrieve data using random sampling method. Data collection using the work discipline scale and employee engagement scale. Data analysis techniques used are descriptive analysis and product moment analysis. Based on the results of data analysis obtained correlation coefficient (R) of 0.299 with $p = 0.003$ ($p < 0.05$). The results showed that there is a positive and significant relationship between employee engagement and work discipline. The acceptance of the hypothesis in this study shows the coefficient of determination (R^2) of 0.089 variable labor discipline contributed effectively by 8.9% to the variable employee engagement and the remaining 91.1% is influenced by other factors that are not examined in this study.

Keywords: *Work Discipline, Employee Engagement*