

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *employee engagement* pada karyawan milenial di Yogyakarta. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan yang positif antara *perceived organizational support* dengan *employee engagement* pada karyawan milenial di Yogyakarta. Subjek penelitian berjumlah 90 orang karyawan milenial yang memiliki ciri-ciri masa kerja minimal 1 tahun dan berusia 19-36 tahun. Penentuan subjek penelitian menggunakan metode *Nonprobability Sampling*. Pengumpulan data penelitian menggunakan alat ukur berupa Skala *Employee Engagement* dan Skala *Perceived Organizational Support*. Metode analisis data yang digunakan adalah *Pearson Correlation*. Hasil analisis data diperoleh nilai korelasi sebesar $r=0.558$ dan $p=0.000$ ($p<0.01$). Nilai koefisien determinasi (*R squared*) sebesar 0.311 yang berarti bahwa *perceived organizational support* memberikan sumbangan efektif sebesar 31% terhadap *employee engagement* pada karyawan milenial di Yogyakarta. Hasil penelitian menunjukkan terdapat hubungan yang positif antara *perceived organizational support* dengan *employee engagement* pada karyawan milenial di Yogyakarta.

Kata Kunci: *employee engagement*, pos, milenial, yogyakarta

ABSTRACT

This study aims to determine the relationship between perceived organizational support with employee engagement of millennial employees in Yogyakarta. The hypothesis of this study is that there is positive relationship between perceived organizational support with employee engagement of millennial employees in Yogyakarta. Total subjects are 90 millennial employees who have minimum 1 year working experience and age ranging from 19-36 years old. Research subjects are determined by Nonprobability Sampling method. Research data collection used a measurement tool of Employee Engagement Scale and Perceived Organizational Support Scale. Data analysis method used is Pearson Correlation. Data analysis results obtained correlation value of $r = 0.558$ and $p = 0.000$ ($p < 0.01$). The coefficient determination (R^2) 0.311 which means perceived organizational support give contribution effective amounted to 31.1% against employee engagement on millennial employees in Yogyakarta. The results show that there is a significant positive correlation between perceived organizational support with employee engagement on millennial employees in Yogyakarta.

Keywords: *engagement, organizational support, millennial employees*