

# HUBUNGAN ANTARA COWORKER SUPPORT DENGAN WORK ENGAGEMENT PADA KARYAWAN GENERASI Z DI BALI

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## ABSTRAK

*Work engagement* pada karyawan Generasi Z menjadi perhatian penting dalam konteks psikologi industri dan organisasi, mengingat rendahnya *work engagement* generasi ini dapat berdampak pada penurunan kinerja, peningkatan turnover, dan risiko burnout. Penelitian ini bertujuan untuk mengetahui ada tidaknya hubungan antara *coworker support* dengan *work engagement* pada karyawan Generasi Z di Bali. Hipotesis yang diajukan adalah terdapat hubungan positif antara *coworker support* dengan *work engagement*, artinya semakin tinggi *coworker support* yang dipersepsikan maka semakin tinggi pula *work engagement* karyawan. Partisipan penelitian berjumlah 211 karyawan Generasi Z berusia 18 hingga 29 tahun yang aktif bekerja di wilayah Bali dengan masa kerja minimal satu tahun, dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan melalui penyebaran kuesioner secara daring menggunakan *Google Form*. *Work engagement* diukur menggunakan *Utrecht Work Engagement Scale-17 (UWES-17)* yang telah diadaptasi, sedangkan *coworker support* diukur menggunakan *Coworker Support Scale (CWSS)* yang telah diadaptasi. Data dianalisis menggunakan teknik korelasi Product Moment Pearson dengan bantuan SPSS 25.0. Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara *coworker support* dengan *work engagement* ( $r = 0,496$ ;  $p = 0,000$ ), dengan kekuatan korelasi tergolong sedang. *Coworker support* berkontribusi sebesar 24,6% terhadap *work engagement*, sedangkan 75,4% dipengaruhi oleh faktor lain di luar penelitian ini.

**Kata Kunci:** coworker support, Generasi Z, work engagement

# **THE RELATIONSHIP BETWEEN COWORKER SUPPORT AND WORK ENGAGEMENT AMONG GENERATION Z EMPLOYEES IN BALI**

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## **Abstract**

*Work engagement among Generation Z employees has become a critical concern in industrial and organizational psychology, as low levels of engagement in this generation are associated with reduced performance, increased turnover, and burnout risk. This study aimed to examine whether a relationship exists between coworker support and work engagement among Generation Z employees in Bali. It was hypothesized that coworker support would be positively related to work engagement, such that higher levels of coworker support would be associated with higher levels of work engagement. A total of 211 Generation Z employees aged 18 to 29 years who were actively working in Bali with a minimum tenure of one year participated in this study, selected through purposive sampling. Data were collected via an online questionnaire distributed through Google Form. Work engagement was measured using the adapted Utrecht Work Engagement Scale-17 (UWES-17), while coworker support was measured using the adapted Coworker Support Scale (CWSS). Data were analyzed using Pearson Product Moment correlation with SPSS 25.0. The results indicated a significant positive relationship between coworker support and work engagement ( $r = 0.496$ ;  $p = 0.000$ ), with a moderate correlation strength. Coworker support accounted for 24.6% of the variance in work engagement, while the remaining 75.4% was explained by other factors outside the scope of this study.*

**Keywords:** coworker support, Generation Z, work engagement