

ABSTRAK

Rendahnya keterikatan kerja (*work engagement*) pada karyawan Generasi Z menjadi tantangan bagi organisasi, mengingat generasi ini rentan mengalami stres kerja dan kurang berkomitmen terhadap pekerjaannya. Penelitian ini bertujuan untuk mengetahui hubungan antara *self-efficacy* dengan *work engagement* yang dimediasi oleh *optimisme* pada karyawan generasi Z. Hipotesis yang diajukan yaitu terdapat hubungan antara *self-efficacy* dengan *work engagement* yang dimediasi oleh *optimisme* pada karyawan generasi Z. Subjek penelitian berjumlah 204 karyawan generasi Z berusia 21-28 tahun yang telah bekerja minimal 3 bulan, dengan teknik pengambilan sampel *purposive sampling*. Data dikumpulkan menggunakan tiga skala model Likert, yaitu *Utrecht work engagement Scale* (UWES), skala *self-efficacy*, dan skala *Optimisme*. Analisis data dilakukan melalui uji asumsi klasik dan uji hipotesis menggunakan metode analisis mediasi dengan bantuan program Jamovi versi 2.6.44. Hasil penelitian menunjukkan bahwa efek tidak langsung (*indirect effect*) *self-efficacy* terhadap *work engagement* melalui *optimisme* signifikan (estimate = 0,272; Z = 3,61; $p < 0,001$; 95% CI = 0,123-0,412), sementara efek langsung (*direct effect*) juga signifikan (estimate = 0,507; Z = 5,01; $p < 0,001$). *Optimisme* berkontribusi sebagai mediator sebesar 34,9%, sehingga hipotesis diterima dengan karakteristik mediasi sebagian (*partial mediation*). Temuan ini menunjukkan bahwa *self-efficacy* berhubungan dengan *work engagement* karyawan generasi Z baik secara langsung maupun tidak langsung melalui *optimisme*, sehingga upaya peningkatan *work engagement* perlu disertai dengan penguatan *optimisme* kerja.

Kata Kunci: generasi Z, optimisme, self-efficacy, work engagement

ABSTRACT

Low *work engagement* among Generation Z employees poses a challenge for organizations, as this generation tends to be more vulnerable to work stress and shows less commitment to their jobs. This study aims to examine the relationship between *self-efficacy* and *work engagement* as mediated by *optimism* among Generation Z employees. The hypothesis proposed is that there is a relationship between *self-efficacy* and *work engagement* mediated by *optimism* among Generation Z employees. The research subjects consisted of 204 Generation Z employees aged 21-28 years who had worked for at least 3 months, selected through purposive sampling technique. Data were collected using three Likert-model scales: the Utrecht *work engagement* Scale (UWES), the *self-efficacy* scale, and the *Optimism* scale. Data analysis was conducted through classical assumption tests and hypothesis testing using mediation analysis with the assistance of Jamovi software version 2.6.44. The results showed that the indirect effect of *self-efficacy* on *work engagement* through *optimism* was significant (estimate = 0.272; $Z = 3.61$; $p < .001$; 95% CI = 0.123-0.412), while the direct effect was also significant (estimate = 0.507; $Z = 5.01$; $p < .001$). These findings show that *self-efficacy* is related to *work engagement* among Generation Z employees both directly and indirectly through *optimism*, so efforts to increase *work engagement* need to be accompanied by strengthening work-related *optimism*..

Keywords: generation Z, optimism, self-efficacy, work engagement