

ABSTRAK

Work-family enrichment merupakan pengalaman positif yang diperoleh individu melalui peran dalam pekerjaan dan keluarga yang dapat meningkatkan kualitas kehidupan pada peran lainnya, termasuk *work engagement*. Penelitian ini bertujuan untuk mengetahui hubungan antara *work-family enrichment* dan *work engagement* pada karyawan Generasi Z yang telah menikah. Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Partisipan penelitian berjumlah 210 karyawan Generasi Z yang telah menikah dan dipilih menggunakan teknik *purposive sampling*. Analisis data dilakukan menggunakan uji korelasi Spearman's rho. Hasil penelitian menunjukkan adanya hubungan positif yang signifikan antara *work-family enrichment* dan *work engagement* ($r_s = 0,428$; $p = 0,001$). Nilai koefisien determinasi (r_s^2) sebesar 0,183 menunjukkan bahwa sebesar 18,3% variasi *work engagement* berkaitan dengan *work-family enrichment*, sedangkan 81,7% sisanya berkaitan dengan faktor-faktor lain yang tidak diteliti. Hasil tersebut menunjukkan bahwa semakin tinggi *work-family enrichment*, semakin tinggi pula *work engagement* pada karyawan Generasi Z yang telah menikah.

Kata kunci: Generasi Z, karyawan menikah, *work-family enrichment*, *Work engagement*,

ABSTRACT

Work-family enrichment refers to positive experiences gained from an individual's work and family roles that can improve the quality of functioning in the other role, including work engagement. This study aimed to examine the relationship between work-family enrichment and work engagement among married Generation Z employees. This study employed a quantitative approach using a correlational method. The participants consisted of 210 married Generation Z employees selected using purposive sampling. Data were analyzed using Spearman's rho correlation test. The results showed a significant positive relationship between work-family enrichment and work engagement ($r_s = 0.428$; $p = 0.001$). The coefficient of determination (r_s^2) was 0.183, indicating that 18.3% of the variation in work engagement was associated with work-family enrichment, while the remaining 81.7% was associated with other factors not examined in this study. These findings indicate that higher levels of work-family enrichment are associated with higher levels of work engagement among married Generation Z employees.

Keywords: *Generation Z, married employees, work-family enrichment, Work engagement,*