

## HUBUNGAN ANTARA *SUPERVISOR SUPPORT DAN WORK ENGAGEMENT PADA GENERASI MILENIAL*

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### ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Supervisor Support* dan *Work Engagement* pada Generasi Milenial. Hipotesis penelitian ini adalah terdapat hubungan yang positif dan signifikan antara *supervisor support* dan *work engagement* pada generasi milenial. Subjek penelitian ini berjumlah 423 karyawan generasi milenial di Indonesia yang memiliki tahun kelahiran 1980-2000. Alat pengumpulan data yang digunakan ialah skala *Survey of Perceived Supervisor Support* dan *Utrecht Work Engagement Scale-9*. Skala *Survey of Perceived Supervisor Support* memiliki 15 aitem dengan koefisien reliabilitas  $\alpha = 0.924$  dan *Utrecht Work Engagement Scale-9* memiliki 9 aitem dengan koefisien reliabilitas  $\alpha = 0.892$ . Rentang korelasi item-total ( $r_{it}$ ) skala *Survey of Perceived Supervisor Support* adalah 0,406 sampai 0,765 dan rentang korelasi item-total ( $r_{it}$ ) *Utrecht Work Engagement Scale-9* adalah 0,522 sampai 0,809. Teknik analisis data menggunakan uji korelasi *Spearman's rho* karena sebaran data pada kedua variabel bersifat tidak normal. Penelitian ini menghasilkan nilai korelasi  $r = 0,428$  dan nilai signifikansi  $p = 0,000 < 0,05$ . Hasil ini menunjukkan adanya hubungan positif dan signifikan antara *supervisor support* dan *work engagement*. Hal tersebut berarti semakin tinggi *supervisor support*, maka semakin tinggi *work engagement* pada generasi milenial.

Kata kunci : *supervisor support*, *work engagement*, generasi milenial

**THE CORRELATION BETWEEN SUPERVISOR SUPPORT AND  
WORK ENGAGEMENT IN MILLENNIAL GENERATION**

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**ABSTRACT**

*This study aimed at finding out the correlation between Supervisor Support and Work Engagement in Millennial Generation. The hypothesis proposed was that there was a positive and significant relationship between the supervisor support and work involvement in Millennial generation. The subjects of this research were 423 millennial employees in Indonesia who were born in 1980-2000. The data instruments be used were the Perceived Supervisor Support Survey scale and the Utrecht Work Engagement Scale-9. The reliability of 15 items Perceived Supervisor Support Survey Scale was  $\alpha = 0.924$  and the reliability of 9 items Utrecht Work Engagement Scale-9 was  $\alpha = 0.892$ . The range of item-total (rit) of the Perception Supervisor Support Survey scale was 0.406 to 0.765 and the range of item (rit) of the Utrecht-9 Work Engagement Scale was 0.522 to 0.809. The technique of T data analysis used was Spearman's rho correlation test because the data on both variables were not normal. This research resulted in added value  $r = 0.428$  and significance value  $p = 0,000 < 0.05$ . The results indicated a positive and significant relationship between supervisor support and work engagement. This means that the higher the supervisor's support, the higher the work engagement of the Millennial generation would be.*

*Keyword:* supervisor support, work engagement, millennial generation