

ABSTRAK

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN MILENIAL YANG BEKERJA DI PERUSAHAAN *STARTUP*

Employee engagement merupakan keadaan dimana seorang individu mampu berkomitmen dengan organisasi serta mempunyai keadaan psikologi positif yang aktif dan terikat dengan tugas yang sedang dijalankan dengan kesungguhan yang melibatkan kognitif, emosional, dan perilaku. Karyawan yang *engaged* akan mendorong dirinya untuk memenuhi kebutuhan organisasi dalam mencapai hasil yang positif.

Penelitian dilakukan untuk menguji pengaruh *perceived organizational support* karyawan generasi milenial terhadap tingkat *employee engagement* khususnya yang sedang bekerja di perusahaan *startup*. Sampel dalam penelitian ini sebanyak 105 orang karyawan yang bekerja di perusahaan *startup* yang ada di Indonesia. Data penelitian dikumpulkan melalui penyebaran kuesioner. Metode analisis data yang digunakan adalah analisis korelasi.

Hasil penelitian membuktikan bahwa karyawan milenial yang bekerja di perusahaan *startup* memiliki *employee engagement* dan *perceived organizational support* yang tinggi. *Employee Engagement* karyawan milenial memiliki hubungan yang positif (r 0,398) dan signifikan (p 0,000) dengan *perceived organizational support*.

Kata kunci: *Employee Engagement* dan *Perceived Organizational Support*

ABSTRACT**THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND
EMPLOYEE ENGAGEMENT AMONG MILLENNIAL EMPLOYEES WORKING IN
STARTUP COMPANIES**

Employee engagement is a state in which an individual is capable of committing to the organization and possesses an active and positive psychological state, actively engaged in tasks with sincerity involving cognitive, emotional, and behavioral aspects. Engaged employees will drive themselves to fulfill the organization's needs in achieving positive outcomes.

The research was conducted to examine the influence of perceived organizational support on millennial employees' level of employee engagement, particularly those working in startup companies. The sample in this study consisted of 105 employees working in startup companies in Indonesia. Data were collected through questionnaire distribution. The data analysis method used was correlation analysis.

The research findings prove that millennial employees working in startup companies have high levels of employee engagement and perceived organizational support. Millennial employees' employee engagement has a positive ($r = 0,398$) and significant ($p = 0,000$) relationship with perceived organizational support.

Key words: *Employee Engagement and Perceived Organizational Support.*

