

PERAN *PSYCHOLOGICAL EMPOWERMENT* TERHADAP *WORK ENGAGEMENT* PADA PEGAWAI APARATUR SIPIL NEGARA GENERASI MILENIAL

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Abstrak

Menumbuhkan *engagement* Pegawai Aparatur Sipil Negara (ASN) sangat penting dalam meningkatkan kualitas pelayanan publik instansi pemerintah demi kebaikan masyarakat luas. Namun, studi terdahulu menemukan bahwa *work engagement* (WE) Pegawai ASN generasi milenial bersifat fluktuatif. Generasi milenial yang berusia 25-40 tahun mulai mendominasi jumlah pegawai ASN dapat menjadi ancaman bila memiliki *engagement* rendah. *Psychological empowerment* (PE) muncul sebagai solusi karena terbukti berhubungan positif dengan WE. Penelitian ini bertujuan untuk mengkaji peran PE terhadap WE pada Pegawai ASN generasi milenial. Alat ukur yang digunakan adalah skala *Utrecht Work Engagement Scale* (UWES) dan skala *Psychological Empowerment Questionnaire* (PEQ). Penelitian kuantitatif ini melibatkan 101 Pegawai ASN dari generasi milenial. Analisis data yang dilakukan menggunakan metode regresi linear sederhana menunjukkan bahwa PE berperan positif terhadap WE dengan sumbangan efektif sebesar 39.8%.

Kata kunci: *Engagement, Empowerment, Aparatur Sipil Negara, Generasi Milenial*

Abstract

Increasing the engagement level of civil servants is vital for government institutions to enhance the quality of public services for the betterment of society. However, previous studies found that work engagement (WE) in millennial generations civil servants are volatile. Millennial generations civil servants which range from 25-40 years old start to pursue a career as civil servant, are jeopardized if their engagement level are low. Psychological empowerment (PE) occurs as a solution because PE has positive correlation with WE level. This research aims to find the role of PE on WE for millennial generation civil servants. The measurement instruments are the Utrecht Work Engagement Scale (UWES) and the Psychological Empowerment Questionnaire (PEQ). A number of 101 millennial generation civil servants participated in this quantitative research. The result of linear regression analysis concluded that PE has a positive effect on WE with effective contributions for 39.8%.

Keywords: *Engagement, Empowerment, Civil Servants, Millennial Generation*