

PERAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *WORK ENGAGEMENT* KARYAWAN *STARTUP* GENERASI MILENIAL

Belinda¹, Taufik Achmad Dwi Putro²

^{1,2} Fakultas Psikologi Universitas Gadjah Mada

Abstrak. Perusahaan *startup* memainkan peranan penting dalam penyerapan tenaga kerja di Indonesia. *Startup* juga menjadi tempat pilihan bagi karyawan generasi milenial yang akan segera mendominasi angkatan kerja di Indonesia. Namun, perusahaan harus menghadapi tantangan yang berat akibat rendahnya tingkat *work engagement* generasi milenial. Padahal, *work engagement* merupakan aspek yang penting dalam perkembangan suatu perusahaan. Salah satu faktor yang dinilai mampu meningkatkan *work engagement* adalah *perceived organizational support* (POS). Penelitian ini bertujuan untuk mengetahui peran *perceived organizational support* terhadap *work engagement* karyawan *startup* generasi milenial. Instrumen yang digunakan dalam penelitian ini diadaptasi dari *Utrecht Work Engagement Scale-17* (UWES-17) dan *Survey of Perceived Organizational Support* (SPOS). Partisipan penelitian ini adalah 141 karyawan *startup* kelahiran tahun 1980–2000 yang telah bekerja minimal tiga bulan di perusahaan tersebut. Analisis penelitian dilakukan menggunakan metode regresi linier sederhana. Hasil penelitian menunjukkan bahwa POS memiliki peran positif yang signifikan terhadap *work engagement* ($F=68.684$, $R=0.575$, $p<0,05$), dengan sumbangan efektif mencapai 33% ($R^2 = 0,330$).

Kata kunci: milenial, *startup*, *perceived organizational support*, *work engagement*.

THE ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT TOWARDS WORK ENGAGEMENT IN MILLENNIALS STARTUP EMPLOYEE

Belinda¹, Taufik Achmad Dwi Putro²

^{1,2} Fakultas Psikologi Universitas Gadjah Mada

Abstract. *Startup companies play an important role in labor absorption rate in Indonesia. In addition, startups are currently the place of choice for generation Y employees (millennials) who will soon dominate the workforce. However, companies face tough challenges because millennials turn out having a low level of work engagement when in fact work engagement plays an important role in the development of the company. One of the factors that are considered capable of improving work engagement is perceived organizational support (POS). This research aims to determine the role of perceived organizational support towards working engagement in millennials startup employees. The instruments used in this research are adapted from Utrecht Work Engagement Scale-17 (UWES-17) and Survey of Perceived Organizational Support (SPOS). This study participants were 141 startup employees who were born between 1980–2000 and had worked for at least three months in the company. The research analysis was conducted using simple linear regression method. The result of this research showed that perceived organizational support has a significant positive role in work engagement ($F=68.684$, $R=0.575$, $p<0.05$), with the effective contribution reaching 33% ($R^2 = 0.330$).*

Keywords: *millennials, startup, perceived organizational support, work engagement.*