

## Peran *Job Crafting* Dan *Perceived Organizational Support* Terhadap *Work Engagement* Generasi Milenial

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### ABSTRAK

Organisasi harus memprioritaskan dan meningkatkan *work engagement* karyawan jika organisasi ingin secara efektif mewujudkan tujuan dan target organisasi. Penelitian ini meneliti dampak *work engagement* yang diprediksi oleh *job crafting* dan *perceived organizational support* pada generasi milenial yang bekerja di perusahaan *startup*. Hipotesis pada penelitian ini adalah *job crafting* dan *perceived organizational support* memiliki peran positif dalam memprediksi *work engagement*. Sejumlah 162 karyawan yang bekerja di perusahaan *startup* di Indonesia terlibat dalam penelitian ini. Data penelitian diambil dengan menggunakan alat ukur *job crafting* dan *perceived organizational support*. Analisis data dilakukan dengan analisis regresi berganda. Hasil analisis regresi pada penelitian ini menunjukkan nilai  $F = 55,127$  ( $p < 0,05$ ) dan  $R^2 = 0,409$  ( $p < 0,05$ ). Hasil tersebut membuktikan bahwa hipotesis penelitian yang menyatakan *job crafting* dan *perceived organizational support* secara bersama-sama memiliki peran positif terhadap *work engagement* dapat diterima. *Job crafting* dan *perceived organizational support* secara bersama-sama memberikan kontribusi sebesar 40,9% dalam mempengaruhi *work engagement*.

**Kata Kunci:** *job crafting, perceived organizational support, work engagement*

## **The Role of *Job Crafting* and *Perceived Organizational Support* to Millennial's *Work Engagement***

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### **ABSTRACT**

*The organization should prioritize and improve employee engagement if the organization wants to effectively realize their goals and objectives. This study examines the impact of work engagement predicted by job crafting and perceived organizational support on milenials working in startup companies. This study proposes a hypothesis that job crafting and perceived organizational support have a positive role in predicting work engagement. Respondent are 162 employees working in various startup companies in Indonesia that must fill the scale of job crafting and perceived organizational support. Data was analysed by multiple regression analysis. The results of regression analysis in this study show that  $F = 55.127$  ( $p < 0,05$ ) and  $R\text{ Square} = 0.409$  ( $p < 0,05$ ). These results prove the research hypothesis which states that job crafting and perceived organizational support together have a positive role on work involvement can be accepted. Job crafting and perceived organizational support together contributed 40.9% in influencing work engagement.*

**Keywords:** *job crafting, perceived organizational support, work engagement*