

Peran Protean Career Orientation dan Work Life Balance dalam Memprediksi Work Engagement Karyawan Generasi Milenial

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Abstrak

Survei menyatakan saat ini Angkatan kerja semakin meningkat dan kontribusi terbesar adalah generasi milenial. Generasi milenial dikategorikan sebagai generasi dengan *work engagement* rendah. Penelitian sebelumnya menemukan generasi milenial memiliki toleransi rendah terhadap pekerjaan sehingga menurunkan *work engagement*. Penelitian ini dilakukan untuk mengetahui peran *protean career orientation* dan *work life balance* terhadap *work engagement* karyawan generasi milenial. Partisipan penelitian ini berjumlah 132 karyawan milenial berusia 23-43 tahun (*Mean*: 30,9) yang sudah bekerja minimal satu tahun. Penelitian ini dilakukan menggunakan pendekatan kuantitatif dengan metode survei menggunakan *protean career orientation scale*, *work-life balance scale*, dan *work engagement scale*. Hasil analisis menunjukkan *protean career orientation* dan *work life balance* secara bersama-sama memprediksi *work engagement*. Namun, hanya *work life balance* yang secara signifikan memprediksi *work engagement*. Hasil penelitian ini bermanfaat secara teoritis dalam memahami permasalahan *work engagement* dan manfaat praktis dalam membantu organisasi dalam meningkatkan *work engagement* pada karyawan generasi milenial.

Kata kunci: *protean career orientation, millennial generation, work engagement, work-life balance*

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Abstract

The survey stated that currently the workforce is increasing and the biggest contribution is the millennial generation. The millennial generation is categorized as a generation with low work engagement. Previous research found that the millennial generation has a low tolerance for work, thereby reducing work engagement. This research was conducted to determine the role of protean career orientation and work-life balance on the work engagement of millennial generation employees. The participants in this research were 132 millennial employees aged 23-43 years (Mage: 30,9) who had worked for at least one year. This research was conducted using a quantitative approach and survey method using the protean career orientation scale, work-life balance scale, and work engagement scale. The results of the analysis show that protean career orientation and work-life balance simultaneously predict work engagement. However, only work-life balance significantly predicts work engagement. The results of this research are theoretically useful in understanding work engagement issues and practical benefits in helping organizations improve work engagement among millennial generation employees.

Keywords: *protean career orientation, millennial generation, work engagement, work-life balance*