

Peran Psychological Empowerment sebagai Mediator Hubungan Perceived Organizational Support dan Work Engagement pada Generasi Z

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Abstrak

Work engagement merupakan hal yang penting untuk diperhatikan oleh perusahaan karena dapat berdampak positif baik bagi individu maupun organisasi. Pada pasar tenaga kerja saat ini, generasi Z merupakan generasi termuda memasuki pasar. Oleh karena itu penting bagi perusahaan untuk bisa memahami karakteristik dan perilaku generasi ini. Penelitian dilakukan dengan metode kuantitatif menggunakan skala untuk mengukur *work engagement*, *perceived organizational support*, serta *psychological empowerment*. Partisipan yang terlibat merupakan 196 karyawan dari Generasi Z yang didapatkan dengan teknik *purposive sampling*. Data penelitian dianalisis dengan menggunakan GLM Mediation model untuk melihat peran mediasi *psychological empowerment*. Hasil ditemukan bahwa *psychological empowerment* ditemukan memediasi secara parsial hubungan *perceived organizational support* dan *work engagement*.

Kata Kunci: *work engagement, perceived organizational support, psychological empowerment*

Abstract

Work engagement is an important thing for companies to pay attention to because it can have positive impacts on both individuals and the organization. In the current labor market, generation Z is the youngest generation to enter the market. Therefore, companies need to understand the characteristics and behavior of this generation. The research was conducted using quantitative methods using scales to measure work engagement, perceived organizational support, and psychological empowerment. The participants involved were 196 employees from Generation Z who were obtained using purposive sampling techniques. Research data was analyzed using the GLM Mediation model to see the mediating role of psychological empowerment. The results found that psychological empowerment was found to partially mediate the relationship between perceived organizational support and work engagement.

Keywords: *work engagement, perceived organizational support, psychological empowerment*