

Peran Resiliensi dan *Perceived Organizational Support* terhadap Work Engagement pada Karyawan Gen Z di Perusahaan Startup Yogyakarta

Audina Meylita Novitasari¹, Sumaryono²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

¹Audinameylitanovitasari@mail.ugm.ac.id, ²Sumaryono.cendix@ugm.ac.id

Abstrak

Penelitian ini bertujuan untuk menguji peran resiliensi dan *perceived organizational support* pada karyawan Gen Z di perusahaan *startup* Yogyakarta. Studi ini menggunakan pendekatan kuantitatif dengan metode survei. Sampel penelitian melibatkan 262 karyawan Gen Z di perusahaan *startup* Yogyakarta, dengan rentang usia 15-29 tahun. Pengumpulan data dilakukan secara *online*, dengan pengisian skala menggunakan platform *Google Form*. Penelitian ini menggunakan skala resiliensi, *perceived organizational support* dan *work engagement*. Analisis data dalam penelitian ini dilakukan menggunakan *software* IBM SPSS Statistics versi 26. Hasil penelitian menunjukkan bahwa resiliensi dan *perceived organizational support* berpengaruh positif terhadap *work engagement*. Resiliensi dan *perceived organizational support* secara simultan dapat meningkatkan *work engagement* pada karyawan Gen Z. Temuan ini mendukung pentingnya peran resiliensi dan *perceived organizational support* dalam mengelola stres kerja dan meningkatkan *work engagement* pada karyawan Gen Z di perusahaan *startup* Yogyakarta. Hasil penelitian menunjukkan bahwa resiliensi dan *perceived organizational support* secara simultan memberikan sumbangan efektif sebesar 19,5% terhadap *work engagement*. Hasil tersebut mendukung hipotesis penelitian bahwa resiliensi dan *perceived organizational support* berperan positif terhadap *work engagement*, dapat disimpulkan bahwa hipotesis dalam penelitian ini diterima.

Kata Kunci: Resiliensi, Dukungan Organisasi yang Dirasakan, Keterikatan Kerja

The Role of Resilience and Perceived Organizational Support on Work Engagement of Gen Z Employees in Startup Companies in Yogyakarta

Audina Meylita Novitasari¹, Sumaryono²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

¹Audinameylitanovitasari@mail.ugm.ac.id, ²Sumaryono.cendix@ugm.ac.id

Abstrack

This study aimed to examine the role of resilience and perceived organizational support among Gen Z employees in startup companies in Yogyakarta. The study adopted a quantitative approach using a survey method. The sample consisted of 262 Gen Z employees aged 15-29 years working in startup companies in Yogyakarta. Data collection was conducted online through a Google Form, utilizing scales measuring resilience, perceived organizational support, and work engagement. Data analysis was performed using IBM SPSS Statistics version 26. The results revealed that resilience and perceived organizational support positively influence work engagement. Resilience and perceived organizational support simultaneously contribute to enhancing work engagement among Gen Z employees. These findings emphasize the significance of resilience and perceived organizational support in managing work-related stress and improving work engagement in Gen Z employees working in startup companies in Yogyakarta. The study further showed that resilience and perceived organizational support collectively provide an effective contribution of 19.5% to work engagement. These results support the hypothesis that resilience and perceived organizational support positively affect work engagement, leading to the conclusion that the hypothesis of this study is accepted.

Keyword : Resilience, Perceived Organizational Support, Work Engagement