

### **Abstract.**

*The Indonesian labor market is starting to be dominated by the millennial workforce which has some differences in values, perspectives, and habits from the generation before them. Work engagement is the highest construct form of employee performance in the organization. This study aimed to examine the role of perceived organizational support as a mediator between psychological capital and work engagement of millennial generation employees. Research participants are employees from the millennial generation, totaling 225 employees with a minimum work period of 6 months. The research conducted using quantitative methods with the Hayes bootstrapping method. The results showed that perceived organizational support could act as a mediator between psychological capital and work engagement of Millennial Generation employee partially. The direct influence of psychological capital on Millennial Generation's work engagement is stronger than the indirect effect through perceived organizational support.*

**Keywords:** *millennials; perceived organizational support; psychological capital; work engagement*

**Abstrak.** Pasar tenaga kerja Indonesia mulai didominasi oleh angkatan kerja milenial yang memiliki perbedaan nilai, cara pandang, dan kebiasaan yang berbeda dengan generasi sebelum mereka. *Work engagement* merupakan bentuk konsep tertinggi dari kinerja karyawan di organisasi. Penelitian ini bertujuan untuk menguji peran *perceived organizational support* sebagai mediator terhadap *psychological capital* dan *work engagement* karyawan Generasi Milenial. Partisipan penelitian merupakan karyawan Generasi Milenial sebanyak 225 karyawan dengan masa kerja minimal 6 bulan. Penelitian dilakukan dengan menggunakan metode kuantitatif dengan metode *bootstrapping* dari Hayes. Hasil penelitian menunjukkan bahwa *perceived organizational support* dapat berperan sebagai mediator pada hubungan *psychological capital* terhadap *work engagement* karyawan Generasi Milenial secara parsial. Pengaruh langsung *psychological capital* terhadap *work engagement* Generasi Milenial lebih kuat dibandingkan dengan pengaruh tidak langsung melalui *perceived organizational support*.

**Kata Kunci:** *milenial; perceived organizational support; psychological capital; work engagemet*