

ABSTRAK

HUBUNGAN ANTARA DUKUNGAN ORGANISASI DENGAN *WORK ENGAGEMENT* PADA PEGAWAI GENERASI MILENIAL DI PERUM BULOG WILAYAH SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara Dukungan Organisasi dengan *Work Engagement* pada Pegawai Generasi Milenial di Perum Bulog Wilayah Sumatera Barat. Alat ukur yang digunakan dalam penelitian ini adalah skala Dukungan Organisasi dan skala *Work Engagement* menggunakan metode sampel jenuh untuk menentukan jumlah sampel. Pegawai yang digunakan sebagai sampel penelitian adalah 51 orang. Hasil koefisien validitas pada skala Dukungan Organisasi dengan nilai *corrected item-total correlation* berkisar antara 0,371 sampai dengan 0,847, sedangkan koefisien reliabilitasnya sebesar 0,927. Hasil koefisien validitas pada skala *Work Engagement* dengan nilai *corrected item-total correlation* berkisar antara 0,444 sampai dengan 0,906, sedangkan koefisien reliabilitasnya sebesar 0,937. Berdasarkan analisis data, nilai korelasi 0,468 dengan tingkat signifikansi 0,001 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan yang signifikan antara Dukungan Organisasi dengan *Work Engagement* dengan arah positif pada pegawai generasi milenial Perum Bulog Wilayah Sumatera Barat, artinya semakin tinggi Dukungan Organisasi pegawai generasi milenial Perum Bulog Wilayah Sumatera Barat, maka semakin rendah *Work Engagement* yang dimiliki oleh pegawai. Sebaliknya, semakin rendah Dukungan Organisasi pegawai generasi milenial, maka semakin tinggi *Work Engagement* yang dimilikinya. Kontribusi efektif dari variabel dukungan organisasi pada *Work Engagemt* adalah sebesar 21,9%.

Kata kunci: dukungan organisasi, *work engagement*, pegawai, generasi milenial, perusahaan

ABSTRACT

THE RELATIONSHIP BETWEEN ORGANIZATIONAL SUPPORT AND WORK ENGAGEMENT IN GENERATION EMPLOYEES MILLENNIALS IN PERUM BULOG TERRITORY WEST SUMATRA

This research aims to whether there is a relationship between Organizational Support and Work Engagement among Millennial Generation Employees at Perum Bulog, West Sumatra Region. The measuring instruments used in this research were the Organizational Support Scale and Work Engagement Scale using the saturated sample method to determine the sample size. There were 51 employees used as research samples. The results of the validity coefficient of the Organizational Support Scale with the item-total correlation correction value ranged from 0.371 to 0.847, while the reliability coefficient was 0.927. The results of the validity coefficient of the Work Engagement scale with the item-total correlation correction value range from 0.444 to 0.906, while the reliability coefficient is 0.937. Based on data analysis, a correlation value of 0.468 was obtained with a significance level of 0.001, which means the hypothesis was accepted. This shows that there is a significant relationship between Organizational Support and Work Engagement in a positive direction in the millennial generation employees of Perum Bulog, West Sumatra Region, meaning that the higher the Organizational Support for the millennial generation employees of Perum Bulog, West Sumatra Region, the higher the Organizational Support will be for Perum Bulog millennial generation employees. West Sumatra region, thus reducing employee work engagement. On the other hand, the lower the organizational support for millennial generation employees, the higher the work engagement they have. The effective contribution of organizational support variables to Work Engageemnt is 21,9%.

Keyword : organizational support, work engagement, employees, millennial generation, company