

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *SELF EFFICACY* TERHADAP *EMPLOYEE ENGAGEMENT* PADA GENERASI Z DAERAH ISTIMEWA YOGYAKARTA**

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**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh *perceived organizational support* dan *self efficacy* terhadap *employee engagement* pada generasi Z Daerah Istimewa Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* berjumlah 126 responden. Pengumpulan data primer dilakukan dengan metode kuesioner melalui google formulir yang telah diuji validitas dan reliabilitasnya. Analisis dalam penelitian ini menggunakan analisis regresi linear berganda dengan bantuan program IBM SPSS Statistic 25. Hasil analisis data menunjukkan bahwa secara bersama-sama *perceived organizational support* dan *self efficacy* berpengaruh secara positif dan signifikan terhadap *employee engagement* yang dibuktikan dengan nilai signifikansi F hitung sebesar  $109.259 > F$  tabel sebesar 3,068. Secara parsial *perceived organizational support* berpengaruh secara positif dan signifikan terhadap *employee engagement* yang dibuktikan dengan nilai t hitung sebesar  $5,193 > t$  tabel sebesar 1,979. Secara parsial *self efficacy* berpengaruh secara positif dan signifikan terhadap *employee engagement* yang dibuktikan dengan nilai t hitung sebesar  $5,439 > t$  tabel sebesar 1,979. Berdasarkan uji koefisien determinasi (model summary) menunjukkan bahwa kemampuan variabel independen yaitu *perceived organizational support* terhadap variabel dependen yaitu *employee engagement* sebesar 64%, sedangkan sisanya dipengaruhi oleh variabel lain diluar model penelitian sebesar 36%.

**Kata Kunci:** *Perceived Organizational Support, Self Efficacy, Employee Engagement*

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**Abstract**

*This study aimed to analyze the effect of perceived organizational support and self-efficacy on employee engagement in Generation Z Daerah Istimewa Yogyakarta. The metode used in sampling was purposive sampling of 126 respondents. Primary data collection was by questionnaire through google forms that had been tested for validity and reliability. The analysis in this study used multiple linear regression IBM SPSS Statistics 25 program. The result of data analysis showed that together of perceived organizational support and self efficacy had positive and significant effect on employee engagement as shown from F value 109,259 > F table 3,068. Partially, perceived organizational support have a positive and significant effect on employee engagement by the t value 5,193 > t table 1,979, and also partially perceived organizational support have a positive and significant effect on employee engagement by the t value 5,439 > t table 1,979. Based on the results of determination test coefficients (model summary), it showed that the ability of the independent variables, namely perceived organizational support and self efficacy to influence the dependent variable, employee engagement for 64%, while the rest was influenced by other variables from the research model for 36%.*

**Keywords:** *Perceived Organizational Support, Self Efficacy, Employee Engagement*