

PENGARUH *JOB INSECURITY*, *PERCEIVED ORGANIZATIONAL SUPPORT*, DAN *SELF EFFICACY* TERHADAP *WORK ENGAGEMENT* PADA KARYAWAN GENERASI MILENIAL DI PERUSAHAAN JASA

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Abstrak

Penelitian ini bertujuan untuk mengalisis pengaruh *job insecurity*, *perceived organizational support* dan *self efficacy* terhadap *work engagement* pada generasi milenial di perusahaan jasa. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* sejumlah 100 responden. Pengumpulan data primer dilakukan dengan metode kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis dalam penelitian ini menggunakan analisis regresi linear berganda. Hasil analisis data menunjukkan bahwa secara bersama-sama faktor *job insecurity*, *perceived organizational support* dan *self efficacy* berpengaruh signifikan terhadap *work engagement*. Secara parsial *job insecurity*, *perceived organizational support* dan *self efficacy* berpengaruh positif terhadap *work engagement*.

Kata Kunci: *Job Insecurity*, *Perceived Organizational Support*, *Self Efficacy* dan *Work Engagement*

 13/10 '23

THE INFLUENCE OF JOB INSECURITY, PERCEIVED ORGANIZATIONAL SUPPORT, AND SELF EFFICACY ON WORK ENGAGEMENT IN EMPLOYEES OF THE MILENIAL GENERATION IN SERVICE COMPANIES

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Abstract

This study aims to analyze the effect of job insecurity, perceived organizational support and self-efficacy on work engagement in the millennial generation in service companies. The method used in sampling is purposive sampling of 100 respondents. Primary data collection was carried out using a questionnaire method that has been tested for validity and reliability. The analysis in this study uses multiple linear regression analysis. The results of data analysis show that together the factors of job insecurity, perceived organizational support and self-efficacy have a significant effect on work engagement. Partially job insecurity, perceived organizational support and self-efficacy have a positive effect on work engagement.

Keywords: *Job Insecurity, Perceived Organizational Support, Self Efficacy and Work Engagement*