

PENGARUH *EMPLOYEE ENGAGEMENT* TERHADAP *INNOVATIVE WORK BEHAVIOUR* PADA KARYAWAN GEN Z DI DAERAH ISTIMEWA YOGYAKARTA DENGAN *WORK LIFE BALANCE* SEBAGAI VARIABEL INTERVENING

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement* terhadap *innovative work behaviour* dengan *work life balance* sebagai variabel intervening. Penelitian ini menggunakan teknik pengambilan sampel *Incidental sampling* dengan jumlah 65 responden dengan kriteria karyawan Gen Z berusia 18-26 tahun yang berdomisili dan bekerja di Daerah Istimewa Yogyakarta. Uji yang dilakukan dalam penelitian ini adalah analisis deskriptif, uji instrument (uji validitas dan uji reliabilitas), uji asumsi klasik, koefisien determinasi, uji hipotesis (uji t), dan analisis jalur menggunakan uji sobel test. Variabel independen dalam penelitian ini adalah *employee engagement*. Variabel intervening dalam penelitian ini adalah *work life balance*. Variabel dependen dalam penelitian ini adalah *innovative work behaviour*. Hasil penelitian ini menunjukkan bahwa *employee engagement* berpengaruh positif dan signifikan terhadap *work life balance*, *work life balance* berpengaruh positif dan signifikan terhadap *innovative work behaviour*, *employee engagement* berpengaruh positif dan signifikan terhadap *innovative work behaviour*, dan *work life balance* memediasi secara parsial hubungan antara *employee engagement* dan *innovative work behaviour*.

Kata Kunci: *Employee Engagement, Work Life Balance, Innovative Work Behaviour*


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YOGYAKARTA IN THE DIGITALIZATION ERA WITH WORK LIFE
BALANCE AS AN INTERVENING VARIABLE***

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Abstract

This research aims to analyze the influence of employee engagement on innovative work behavior with work life balance as an intervening variable. This research used an incidental sampling technique with a total of 65 respondents with the criteria being Gen Z employees aged 18-26 years who live and work in the Special Region of Yogyakarta. The tests carried out in this research were descriptive analysis, instrument test (validity test and reliability test), classical assumption test, coefficient of determination, hypothesis test (t test), and path analysis using the sobel test. The independent variable in this research is employee engagement. The intervening variable in this research is work life balance. The dependent variable in this research is innovative work behavior. The results of this research show that employee engagement has a positive and significant effect on work life balance, work life balance has a positive and significant effect on innovative work behavior, employee engagement has a positive and significant effect on innovative work behavior, and work life balance partially mediates the relationship between employee engagement. and innovative work behavior.

Keywords: *Employee Engagement, Work Life Balance, Innovative Work Behaviour*