

ABSTRAK

Memasuki dunia kerja, generasi millenials memiliki karakter yang sangat erat dengan teknologi serta mampu menyesuaikan diri terhadap perkembangan teknologi baru, dimana semua akses informasi terkait berbagai hal sudah tersedia disana, yang membuat karyawan ini menjadi kurang berkomitmen. Maka perusahaan perlu melibatkan karyawan millenials agar tetap bertahan di perusahaan, hal ini dinamakan *employee engagement*. Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh *employee engagement* terhadap *organizational commitment* pada karyawan millenials di Indonesia. Data pada penelitian ini diperoleh melalui penyebaran kuesioner kepada 286 responden. Metode penelitian yang digunakan dalam penelitian ini yaitu kuantitatif, dengan bantuan *IBM SPSS 25 for Windows*. Hasil penelitian ini menunjukkan bahwa *employee engagement* berpengaruh secara positif terhadap *organizational commitment* pada karyawan millenials di Indonesia dengan nilai signifikansi 0,235 ($sig < 0,05$). Kesimpulan dari penelitian ini menunjukkan bahwa terdapat pengaruh secara positif *employee engagement* terhadap *organizational commitment* pada karyawan millenials di Indonesia.

Kata Kunci : *Employee Engagement, Organizational Commitment, Karyawan Millenials.*

ABSTRACT

Entering the world of work, the millennial generation has a character that is very close to technology and is able to adapt to new technological developments, where all access to information related to various things is already available there, which makes these employees less committed. So companies need to involve millennial employees to stay in the company, this is called employee engagement. This study aims to determine how employee engagement affects organizational commitment in millennial employees in Indonesia. The data in this study were obtained by distributing questionnaires to 286 respondents. The research method used in this study is quantitative, with the help of IBM SPSS 25 for Windows. The results of this study indicate that employee engagement has a positive effect on organizational commitment in millennial employees in Indonesia with a significance value of 0.235 (sig <0.05). The conclusion of this study shows that there is a positive influence of employee engagement on organizational commitment in millennial employees in Indonesia.

Keywords : *Employee Engagement, Organizational Commitment, Millenials Employees.*