

# Analisis pengaruh perceived supervisor support, perceived organizational support, dan learning opportunities terhadap work engagement karyawan generasi milenial perbankan BUMN = The impact of perceived supervisor support, perceived organizational support, and learning opportunities on millennials work engagement in state-owned bank

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## Abstrak

Work engagement merupakan sebuah konstruk yang diasosikan dengan berbagai employee outcomes seperti job performance, job satisfaction dan employee well being. Penelitian ini bertujuan untuk menguji pengaruh perceived supervisor support, perceived organizational support, dan learning opportunities terhadap work engagement karyawan generasi milenial perbankan BUMN. Penelitian ini merupakan penelitian kuantitatif yang menggunakan metode Structural Equation Modeling SEM untuk mengolah 195 data responden. Hasil penelitian ini menunjukkan bahwa work engagement dipengaruhi secara langsung oleh perceived supervisor support dan perceived organizational support. Selain itu perceived organizational support terbukti memediasi pengaruh perceived supervisor support terhadap work engagement. Sehingga peran mediasi yang terbentuk adalah partial mediation.

.....Work engagement is a construct that is associated with various employee outcomes such job performance, job satisfaction and employee well being. This study aims to examine the effect of perceived supervisor support, perceived organizational support, and learning opportunities on millennials work engagement in state owned bank. This research is a quantitative research using Structural Equation Modeling SEM method to analyze the data.

The results of this study indicate that work engagement is directly affected by perceived supervisor support and perceived organizational support. In addition, perceived organizational support proved to mediate the impact of perceived supervisor support on work engagement. Thus, the mediation role formed is partial mediation.