

**ABSTRAK**

Rahmatika Sari Amalia, 111614153024, Pengaruh *Work Design Characteristics*, *Career Growth*, dan *Psychological Capital* Terhadap *Work Engagement* Karyawan Generasi Milenial di PT. SSI, *Tesis*, Fakultas Psikologi Universitas Airlangga Surabaya, Indonesia, 2019

xvi + 152 halaman, 5 lampiran.

*Penelitian ini bertujuan untuk mengetahui pengaruh work design characteristics, career growth, dan psychological capital terhadap work engagement karyawan generasi milenial di PT.SSI. Data penelitian ini diperoleh dari 91 karyawan generasi milenial yang ada di PT.SSI. Teknik sampling yang digunakan pada penelitian ini adalah accidental sampling, Penelitian ini menggunakan skala Utrecht Work Engagement Scale yang dikembangkan oleh Schaufeli, dkk (2002), Work Design Questionnaire yang dikembangkan oleh Morgeson & Humphrey (2006), Career Growth Scale yang dikembangkan oleh Weng (2010), dan Psychological Capital Questionnaire yang dikembangkan oleh Luthans, dkk (2007). Selanjutnya analisa data dilakukan dengan menggunakan metode Partial Least Square.*

*Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh yang signifikan dari work design characteristics terhadap work engagement karyawan generasi milenial di PT.SSI, Selain itu juga terdapat pengaruh yang signifikan dari psychological capital terhadap work engagement karyawan generasi milenial di PT.SSI. Namun tidak ditemukan pengaruh career growth yang signifikan terhadap work engagement karyawan generasi milenial di PT.SSI.*

**Kata Kunci:** *Work Design Characteristics, Career Growth, Psychological Capital, Work Engagement, Generasi Milenial.*

Daftar Pustaka, (144, 1998-2018)

**ABSTRACT**

Rahmatika Sari Amalia, 111614153024, *The Effect of Work Design Characteristics, Career Growth, and Psychological Capital on Millennial's Work Engagement in PT. SSI*, Tesis, Fakultas Psikologi Universitas Airlangga Surabaya, Indonesia, 2019.

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*This study aims to determine the effect of work design characteristics, career growth, and psychological capital on the work engagement of millennial generation employees at PT. SSI. The research data was obtained from 91 millennial generation employees at PT. SSI. The sampling technique used in this study was accidental sampling, this study used the Utrecht Work Engagement Scale developed by Schaufeli, et.al (2002), Work Design Questionnaire developed by Humphrey & Morgeson (2006), Career Growth Scale developed by Weng (2010), and Psychological Capital Questionnaire developed by Luthans, et.al (2007). Furthermore, data analysis is performed using the Partial Least Square method.*

*The results of this study indicate that there is a significant effect of work design characteristics on the work engagement of millennial generation in PT. SSI, in addition there is a significant effect of psychological capital on the work engagement of millennial generation employees at PT. SSI. However, there was no effect of career growth on the work engagement of millennial generation employees at PT. SSI.*

**Keywords:** *Work Design Characteristics, Career Growth, Psychological Capital, Work Engagement, Millennial Generation.*

References (144, 1998-2018)