HUBUNGAN *QUALITY OF WORK LIFE* DENGAN *WORK ENGAGEMENT* KARYAWAN GENERASI MILENIAL PADA MASA PANDEMI COVID-19 DI INDONESIA

Gusti Ayu Dany Damayanti

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *quality of work life* dengan *work engagement* karyawan generasi milenial pada masa pandemi COVID-19 di Indonesia. Hipotesis dalam penelitian ini adalah terdapat hubungan positif yang signifikan antara variabel *quality of work life* dan *work engagement* karyawan generasi milenial pada masa pandemi di Indonesia. Partisipan dalam penelitian ini berjumlah 506 karyawan generasi milenial. Penelitian ini menggunakan metode kuantitatif. Pengumpulan data dalam penelitian ini menggunakan skala *The Quality of Work Life Scale* ($\alpha = 0,914$) dan skala *Utrecht Work Engagement Scale-9* ($\alpha = 0,848$). Kedua skala telah melalui proses validasi dengan metode *expert judgment*. Data yang tersebar pada peneliatian ini tidak normal sehingga, analisis data dalam penelitian ini menggunakan analisis *non-parametric Spearman's Rho*. Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara variabel *quality of work* dan *work engagement* ($r = 0,647$; $p = 0,000 < 0,05$).

Kata kunci: *quality of work life, work engagement,* generasi milenial, masa pandemi

THE CORRELATION BETWEEN *QUALITY OF WORK LIFE* AND *WORK ENGAGEMENT* ON MILLENNIALS EMPLOYEES DURING THE COVID-19 PANDEMIC IN INDONESIA

Gusti Ayu Dany Damayanti

ABSTRACT

This study was conducted to determine the correlation between quality of work life and work engagement on millennials employees during the COVID-19 pandemic in Indonesia. The hypothesis proposed that there is a positive and significant relationship between quality of work life and work engagement on millennials employees during the pandemic in Indonesia. Participants in this study were 506 millennials employees. This study uses quantitative methods. The data were collected utilized The Quality of Work Life Scale (α = 0,914) and Utrecht Work Engagement Scale-9 (α = 0,848). Both scales have gone through a validation process using the expert judgement method. The data scattered in this study is not normal. Hence, data analysis in this study uses non-parametric analysis Spearman's Rho. The result showed that there was a positive and significant relationship between quality of work life and work engagement (r = 0,647; p = 0,000 < 0,05).

Keywords: quality of work life, work engagement, millennials, pandemics