

ABSTRACT

THE EFFECT OF CAREER DEVELOPMENT, LEADERSHIP, REWARD AND EMPLOYEE ENGAGEMENT MEDIATION ON ORGANIZATIONAL COMMITMENT ON MILENIAL EMPLOYEES IN DKI JAKARTA

Organizational commitment is important to build for employees in the company, because with organizational commitment it will trigger employees to be able to give their best performance for the company without any coercion. The factors that can influence organizational commitment include career development, leadership, rewards and employee engagement. The research sample that was processed was 280 responses with the characteristics of respondents with the age of generation Y (born in 1980 – 2000), working in DKI Jakarta with a minimum working period of 1 year. The approach used is a quantitative approach. The results of this study indicate the influence of career development, leadership, reward, and mediation of employee engagement on organizational commitment.

Keywords: career development, leadership, reward, employee engagement, organizational commitment

ABSTRAK

PENGARUH *CAREER DEVELOPMENT*, *LEADERSHIP*, *REWARD* DAN MEDIASI *EMPLOYEE ENGAGEMENT* TERHADAP *ORGANIZATIONAL COMMITMENT* PADA KARYAWAN MILENIAL DI DKI JAKARTA

Komitmen organisasi menjadi yang penting dibangun bagi para karyawan di perusahaan, karena dengan adanya komitmen organisasi akan memicu karyawan untuk dapat memberikan kinerja terbaiknya untuk perusahaan tanpa adanya paksaan. Adapun faktor-faktor yang dapat mempengaruhi komitmen organisasi diantaranya yaitu *career development*, *leadership*, *reward* dan *employee engagement*. Sampel penelitian yang diolah sebanyak 280 respon dengan karakteristik responden dengan usia generasi Y (kelahiran tahun 1980 – tahun 2000), bekerja di DKI Jakarta dengan minimal masa bekerja selama 1 tahun. Pendekatan yang digunakan adalah pendekatan kuantitatif. Hasil penelitian ini menyatakan adanya pengaruh *career development*, *leadership*, *reward*, dan mediasi *employee engagement* terhadap *organizational commitment*.

Kata kunci: *career development*, *leadership*, *reward*, *employee engagement*, *organizational commitment*