

## ABSTRAK

Nama : Arif Rachman Karim & Hadani Rabby  
Program Studi : Manajemen  
Judul : Pengaruh *Job Insecurity*, *Work Life Balance* dan *Career Development* terhadap *Work Engagement* pada sub Generasi *Millennials* di DKI Jakarta

Penelitian ini bertujuan untuk mengetahui pengaruh dari *job insecurity*, *work life balance* dan *career development* terhadap *work engagement* pada sub generasi *millennials* di DKI Jakarta. Responden dari penelitian ini adalah karyawan generasi *millennials* yang bekerja di DKI Jakarta dan dibagi ke dalam tiga kategori sub generasi yaitu *family*, *worker*, dan *student*, dengan total responden sebanyak 466 orang. Metode yang digunakan untuk menganalisis data dalam penelitian ini adalah *multiple regression*. Hasil dari penelitian ini, secara simultan menunjukkan bahwa *job insecurity*, *work life balance*, dan *career development* berpengaruh positif terhadap *work engagement* di masing-masing kategori sub generasi *millennials*. Di sisi lain, secara parsial di ketiga sub generasi *millennials* menunjukkan bahwa variabel *work life balance* dan *career development* berpengaruh positif terhadap *work engagement*, sedangkan *job insecurity* tidak berpengaruh negatif terhadap *work engagement*.

Kata kunci:

*Job Insecurity, Work Life Balance, Career Development, Work Engagement*

## ABSTRACT

Name : Arif Rachman Karim & Hadani Rabby  
Department : Management  
Title : The Impact of Job Insecurity, Work Life Balance and Career Development towards Work *Engagement* on Millennials Sub-Generation in DKI Jakarta

The purpose of this research is to understand the impact of job insecurity, work life balance, and career development towards work *engagement* on millennials sub-generation in DKI Jakarta. The total numbers of respondents are 466 millennials which working in DKI Jakarta and they were categorized into three categories, i.e. family, worker, and student. Multiple regression method were used to analyze the data collected. The results of this research proves simultaneously in three categories that job insecurity, work life balance, and career development positively impacting work *engagement*. On the other hand, partially in each category shows that work life balance and career development have positive impact on work *engagement*, meanwhile job insecurity does not have negative impact on work *engagement*.

Key Words:

Job Insecurity, Work Life Balance, Career Development, Work *Engagement*