

ABSTRAK

Sugianto, Ardika Pengaruh *Work-life balance* Dan *Perceived organizational support* Terhadap *Employee Engagement* Pada Karyawan Generasi Z Di Kota Madiun, Program Studi Manajemn, Fakultas Ekonomi dan Bisnis Universitas PGRI Madiun

Generasi Z, yaitu individu yang lahir antara tahun 1997 hingga 2012, yang saat ini berada pada rentang usia produktif, khususnya di Kota Madiun. Generasi Z dikenal sebagai generasi digital native yang tumbuh bersama perkembangan teknologi, internet, dan media sosial. Maka, dari itu peneliti memilih Generasi Z untuk diteliti sebagai objek penelitian. Penelitian ini menggunakan sampel sebanyak 384 responden dari karyawan Generasi Z di Kota Madiun dengan teknik pengambilan sampel pada penelitian ini menggunakan metode porporisional sampling. Teknik analisis data dalam penelitian ini menggunakan metode Regresi Linier Berganda. Berdasarkan hasil dari olah data dan pengujian hipotesis yang telah dilakukan di mana untuk menguji keempat hipotesis pada penelitian ini, yang meliputi pengaruh *w ork life balance* dan *Perceived organizational support* terhadap *employee perfomance*. Hasilnya adalah *work life balance* berpengaruh positif signifikan terhadap *employee perfomance*. *Perceived organizational support* berpengaruh positif dan signifikan terhdap *employee perfomance*

Kata Kunci : *Work life balance, Perceived organizational support, Employee Perfomance*

ABSTRACT

Sugianto, Ardhiaka: The Effect of Work-life balance and Perceived organizational support on Employee Engagement among Generation Z Employees in Madiun City, Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun

Generation Z, individuals born between 1997 and 2012, are currently in their productive age range, particularly in Madiun City. Generation Z is known as the digital native generation, having grown up with the development of technology, the internet, and social media. Therefore, the researcher chose Generation Z as the research object. This study used a sample of 384 respondents from Generation Z employees in Madiun City, using proportional sampling. The data analysis technique used Multiple Linear Regression. Based on the results of data processing and hypothesis testing, the four hypotheses in this study, which include the influence of work-life balance and Perceived organizational support on employee performance, were tested. The results showed that work-life balance has a significant positive effect on employee performance. Perceived organizational support has a positive and significant effect on employee performance.

Keyword : Work life balance, Perceived organizational support, Employee Perfomance