

ABSTRACT

As all millennials enter their productive years, they will be the key driver of the country's economic growth. While there has been much discussion about millennials, most of it is based on anecdotal stories that lack evidence and data, and may do more harm than good.

By doing so, Millennials needs to be helped by assuring their psychological well being, work environment towards their level of engagement. It is therefore important for companies to promote psychological wellbeing in the workplace. This can be done in a number of ways, such as providing in psychological support to employees, creating a positive and supportive work environment and promoting work-life balance

This research uses Confirmatory Factor Analysis (CFA) which is used to test or confirm the hypothesized model. The hypothesized model consists of one or more latent variables, which are measured by one or more indicator variables. The data collection process uses the tool of Structural Equation Modelling (SEM). The sample used is from the millennials from Jakarta which consists of 2828858 people. In this research, 5% error is used which results on 250 people for the sample.

The results showed that the Psychological well being variable showed a total score of 18,433 percentage of 86.74% with a very good category. Work environment variables show a total score of 19,357 percentage of 86.03% with a very good category. Work engagement shows a total score of 16,230 percentage of 85.6% with a very good category. Path Coefficient output results obtained T Statistics value of 4.560 > 1.64 or P values of 0.000 < 0.05. So Psychological Well-being affects Work Engagement millennial employees. Path Coefficient output results obtained T Statistics value of 5.041 > 1.64 or P values of 0.000 < 0.05, so H_0 is rejected and H_a is accepted. So the work environment affects the work engagement of millennial employees.

The conclusion in this study is that the descriptive results show the variables of Psychological Well-Being, Work Environment and Work Engagement in the very good category. Psychological Well-Being variables affect Work Engagement of Millennial Employees In Jakarta. Work Environment has an effect on Work Engagement Of Millennial Employees In Jakarta.

Key Word: Psychological Well-Being, Work Environment, Work Engagement, Millennial Employee