

LIST OF TABLE

Table 1. 1 Population Number Based on Generation in Bandung City	3
Table 1. 2 Gen Z Employee Engagement Survey	5
Table 1. 3 Gen Z and Millennial Job Rejection Due to Ethical Concerns Survey ..	7
Table 1. 4 What Gen Z Indonesians Want in a Leader Survey.....	8
Table 2. 1 Previous Research	29
Table 3. 1 Research Characteristics	39
Table 3. 2 Variable Operationalization	42
Table 3. 3 Likert Scale	43
Table 3. 4 Score Interpretation Criteria.....	50
Table 4. 1 Characteristics of Respondents Based on Gender.....	58
Table 4. 2 Characteristics of Respondents by Year of Birth.....	58
Table 4. 3 Characteristics of Respondents by Residence	60
Table 4. 4 Characteristics of Respondents by Highest Level of Education	62
Table 4. 5 Characteristics of Respondents by Length of Employment	63
Table 4. 6 The Responses to Ethical Leadership Variables.....	65
Table 4. 7 The Responses to Work Engagement Variables	68
Table 4. 8 The Responses to Leader Trust Variables.....	70
Table 4. 9 Validity Test Result.....	73
Table 4. 10 Confirmatory Factor Analysis Test.....	74
Table 4. 11 Reliability Test Result	74
Table 4. 12 Model Fit Test Conclusion	77