

# The Model of Employee Engagement in Indonesia Empirical Study on the Indonesian Millennial Generation.

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- **Abstract:** The purpose of this study was to obtain the result of Perceived Organization Support and Quality of Work Life in the organizational commitment of millennial workers in Indonesia and the involvement of workers as a mediator of mediation. Key data was collected from a questionnaire by the google app and respondents of the millennial worker in Indonesia. At present, the second data in this study was information about thousands of millennial workers in Indonesia. Mathematical analysis using the Structural Equation Model (SEM). The number of samples in this study was 210 people referring to SEM. The results of the study concluded that Organizational Support Identification and Quality of Work Life directly and in part had a positive and significant impact on Employee Involvement. In the meantime, Visual Institutional Support in part has a positive and insignificant impact on the organisation's commitment. The quality of Work Life and Employee Engagement has a positive and significant impact on the organization's commitment. The organisation's tangible support for staff involvement has a positive but insignificant effect on the organisation's commitment. In the meantime, Quality of Work Life through Employee Engagement has a positive and significant impact on the organization's commitment. The end result of employee engagement is important for employees of the next millennium to increase their commitment to the organization.
- **Keywords:** organizational commitment, engagement, Structural Equation Model