

## ABSTRAK

**Aceng Burhanudin, 2019; Pengaruh *Employee Engagement* dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* pada Karyawan Millennials PT X. Skripsi, Jakarta: Program Studi Manajemen, Fakultas Ekonomi, Universitas Negeri Jakarta.**

Tujuan Penelitian ini adalah: Untuk Mengetahui 1) Deskripsi dari *employee engagement*, kepuasan kerja, dan *Organizational Citizenship Behavior* (OCB) pada karyawan Millennials PT X, 2) Pengaruh *Employee Engagement* terhadap *Organizational Citizenship Behavior* pada karyawan Millennials PT X, 3) Pengaruh Kepuasan Kerja terhadap *Organizational Citizenship Behavior* karyawan Millennials PT X. Sampel yang diambil dalam penelitian ini sebanyak 100 responden yaitu karyawan Millennials PT X. Teknik pengumpulan data menggunakan metode survey yaitu dengan menyebar kuesioner yang kemudian diolah menggunakan aplikasi SPSS 25. Penelitian ini menggunakan analisis deskriptif dan *explanatory*. Hasil dari regresi menunjukkan bahwa terdapat pengaruh variabel *employee engagement* terhadap OCB, terdapat pengaruh variabel kepuasan kerja terhadap OCB. Besaran nilai koefisien determinasi (*adjusted R<sup>2</sup>*) pada penelitian ini adalah 0,456 atau 45,6%, menunjukkan bahwa *employee engagement* dan lingkungan kerja dapat memprediksi kelayakan model terhadap OCB pada karyawan Millennials PT X sebesar 45,6%.

**Kata Kunci:** *Employee Engagement*, Kepuasan Kerja, *Organizational Citizenship Behavior*

## ***ABSTRACT***

***Aceng Burhanudin, 2019; The Influence Of Employee Engagement and Job Satisfaction on Organizational Citizenship Behavior (OCB) Millennials Employees PT X, Skripsi, Jakarta: Management Study Program, Faculty Of Economics, State University Of Jakarta.***

*The purpose of the research are: To know 1) The description of employee engagement and job satisfaction of Millennials Employee PT X 2) To determine whether there is an influence of employee engagement on organizational citizenship behavior of Millennials employee of PT X, 3) To determine whether there is an influence of Job satisfaction on work environment of organizational citizenship behavior of millennials employee PT X. This research is taken 100 employees of PT X. The techniques of data collection used survey method by distributing questionnaires, and the data processed with SPSS 25. The research using descriptive and explanatory analysis. This results of regression showed that there is influence employee engagement variable of OCB, showed that is influence job satisfaction variable of OCB. Quantity determination of coefficient (adjested R<sup>2</sup>) on the researce is 0.456 or 45.6%, showing that employee engagement and job satisfaction predictable feasibility model against the OCB at Millennials PT X employees of 45.6%.*

***Keyword:*** *Employee Engagement, Job Satisfaction, Organizational Citizenship Behavior*