

#15751 Summary

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Submission

Authors	Bernardus Aris Ferdinan, Leonardus Gugun Gunardi, Ignatius Reynal
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Title and Abstract

Title	Occupational Stress dan Religiosity: Peran Mediasi Work Life Balance Terhadap Employee Engagement Generasi Millennial dan Generasi Z
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Abstract	<p>Artikel ini memiliki tujuan untuk mengkaji <i>occupational stress</i> dan <i>religiosity</i> terhadap <i>employee engagement</i> melalui <i>work life balance</i> di kalangan para pekerja generasi millennial dan generasi Z. Sampel penelitian berjumlah 318 orang, yang adalah karyawan non-managerial di Kota Surabaya. Data dibagikan melalui <i>google form</i> dan diolah menggunakan <i>structural equation modelling</i> (SEM) dengan program LISREL. Hasil olah data menyatakan bahwa <i>occupational stress</i> berpengaruh signifikan positif terhadap <i>work life balance</i>, <i>religiosity</i> memiliki pengaruh signifikan dan negatif terhadap <i>work life</i></p>
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balance, work life balance tidak memiliki pengaruh terhadap *employee engagement, occupational stress* memiliki pengaruh signifikan dan negatif terhadap *employee engagement, religiosity* memiliki pengaruh signifikan dan positif terhadap *employee engagement, occupational stress* tidak memiliki pengaruh terhadap *employee engagement* melalui *work life balance*, dan *religiosity* tidak memiliki pengaruh terhadap *employee engagement* melalui *work life balance*.

This article aims to examine work stress and religiosity on employee engagement through work life balance among millennial and generation Z workers. The study sample consisted of 318 people, who are non-managerial employees in the city of Surabaya. Data was shared via google form and processed using a structural equation model (SEM) with the LISREL program. The results of data processing stated that work stress had a significant positive effect on work life balance, religiosity had a significant and negative effect on work life balance, work life balance had no effect on employee engagement, work stress had a significant and negative effect on employee engagement, religiosity had an influence significant and positive on employee engagement, work stress has no effect on employee engagement through work life balance, and religiosity has no effect on employee engagement through work life balance. The practical implications of this research are related to the need for human resource management with the concept of family-friendly This concept will help build a comfortable atmosphere at work, which will ultimately have an impact on the engagement of millennial and generation Z workers.

Indexing

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Supporting Agencies

Agencies Bernardus Aris Ferdinan, Universitas Katolik Darma Cendika

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