

ANALYZING FACTORS THAT DETERMINE EMPLOYEE ENGAGEMENT OF MILLENNIALS GENERATION IN PT INTI BANDUNG

ABSTRACT

Employee engagement is a form of employee loyalty to the company. This research was conducted at PT INTI Bandung. There is an indication that there is a high level of employee engagement in millennials. This study aims to determine the determinants of employee engagement generation millennials in PT INTI Bandung. The employee engagement factors of this research use the theory of Sirota & Louis (2011) which is divided into 4 factors consisting of Leadership, Achievement, Camaraderie (Relationship of Kinship), and Equity (Justice). The type of this research is descriptive quantitative research. Research respondents numbered 100 employees millennials PT INTI Bandung with sampling using random sampling technique (non probability) with saturated sampling and analysis technique using factor analysis method with the help of SPSS Version 24. The results showed that employee engagement level millennials generation in quite good category. The supporting variable of the high level of employee engagement generation millennials in PT INTI Bandung is providing comfort and security. This research produces one new factor that is Supportive Leadership Factor with the biggest contribution variable is Equity factor (Justice).

Keywords: *Factor Analysis, Employee Engagement, Millennials Generation.*