

**PENGARUH *SELF-EFFICACY* DAN *GRIT* TERHADAP *EMPLOYEE*  
*ENGAGEMENT* PADA GENERASI Z**

**SKRIPSI**

Diajukan Kepada Universitas Islam Negeri Sunan Ampel Surabaya Sebagai  
Bagian Dari Persyaratan Dalam Menyelesaikan Program Strata (S1) Psikologi



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## INTISARI

*Penelitian ini bertujuan untuk mengetahui pengaruh self-efficacy dan grit terhadap employee engagement pada generasi Z yang sudah bekerja. Generasi Z dipilih sebagai subjek penelitian karena memiliki karakteristik unik dalam dunia kerja yang dinamis dan digital. Penelitian ini melibatkan 363 responden yang merupakan individu dari generasi Z dan telah bekerja secara aktif. Analisis data dilakukan menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa self-efficacy dan grit secara simultan berpengaruh signifikan terhadap employee engagement. Secara parsial, ditemukan bahwa self-efficacy memiliki pengaruh signifikan terhadap employee engagement, sedangkan grit tidak berpengaruh signifikan terhadap employee engagement. Temuan ini mengindikasikan bahwa keyakinan individu terhadap kemampuannya (self-efficacy) berperan penting dalam meningkatkan keterlibatan kerja, sedangkan kegigihan jangka panjang (grit) tidak menunjukkan kontribusi yang signifikan dalam penelitian ini.*

*Keywords: Employee Engagement, Self-Efficacy, Grit dan Generasi Z*

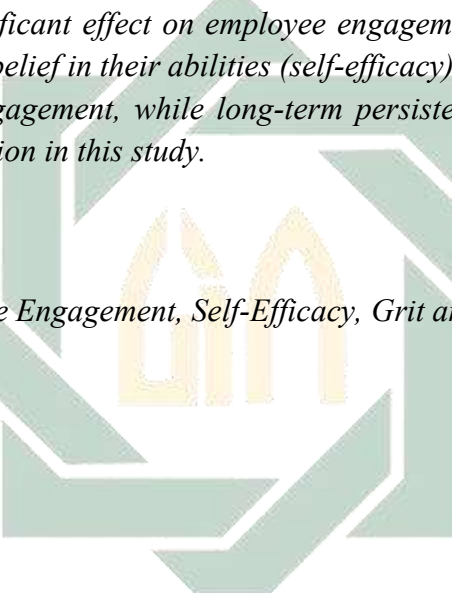


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## Abstract

*This study aims to determine the effect of self-efficacy and grit on employee engagement in generation Z who are already working. Generation Z was chosen as the subject of the study because it has unique characteristics in a dynamic and digital workplace. This study involved 363 respondents who were individuals from generation Z and had been actively working. Data analysis was carried out using multiple linear regression. The results showed that self-efficacy and grit simultaneously had a significant effect on employee engagement. Partially, it was found that self-efficacy had a significant effect on employee engagement, while grit did not have a significant effect on employee engagement. This finding indicates that an individual's belief in their abilities (self-efficacy) plays an important role in increasing work engagement, while long-term persistence (grit) did not show a significant contribution in this study.*

**Keywords:** *Employee Engagement, Self-Efficacy, Grit and Generation Z*



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