

ABSTRACT

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The objective of this study is to examine and determine the relationship between variables that would result in positive work outcome through millennials affective commitment towards supervisors and to empirically test whether work engagement mediates the relationship between supervisory commitment and the three work outcomes included in this study. This paper will be carried out with quantitative research with a sample size of 130 respondents whom are all millennials with at least 1 year of work experience. The questionnaire was spread online through a form link, which had a response rate of 100%. The purpose of applying this research in Indonesia is due to the fact that not only does the population have a strong millennial workforce across. This will create clear data that is applicable to companies in Indonesia and give better insight towards factors that could create positive work outcomes. All data gathered from this research will be processed and analyzed through Smart PLS 3 version 3.2.9 that showed positive results in valid and acceptable hypotheses. This papers contributions highlights the underlying factor of work engagement being able to create several positive work outcomes within millennials, which can be triggered through their affective commitment to supervisors.

Keywords: Affective commitment to the supervisor, Work engagement, Innovative work behavior, Feedback seeking, Error reporting, Individual behavior, Interpersonal Relations