

## **ABSTRACT**

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### **ANALYSIS OF LEADERSHIP STYLES, HUMAN RESOURCES PRACTICES, EMPLOYEE ENGAGEMENT AND PERFORMANCE OF MILLENNIAL GENERATION**

(176 pages: 4 figures: 19 tables: 3 appendixes)

The objective of this research is to analyze the effect of the relationship between leadership style and employee engagement on millennial generation employee performance. A survey was conducted on 241 millennial generation professionals who already have work experience and higher education background in all over Jakarta and Tangerang areas. Respondents answered questionnaires about their perceptions regarding empowering leadership, directive leadership, employee engagement, human resource practices and employee performance. This study is categorized as a survey research. Measures is valid and reliable for research instruments. The hypothesis analysis is tested using Smart PLS program version 3.2.8. This study is aim to support future research in exploring the potential of empowering leadership to generate engagement, and that of directive leadership to influence performance, show the need for companies to become involved in the leadership process by defining appropriate leader profiles and establishing clear criteria for their actions toward Millennial generation. Limitation of this research relates to small sample size and conducted online data collections due to the pandemic restrictions. Hence, it is recommended for the future study to have a broader sample size and deeper investigation. In Indonesia, directing leaders do not directly influence their subordinates' performance, different with the findings in previous studies. Therefore, directive leadership does not affect individual performance especially for employees who have longer working experiences as it limited their innovation and makes them feel pressured due to the guidelines making.

**Key words:** employee engagement, leadership styles, human resource practices, job performance, millennial generation

**References:** 84 (2010-2020).