

ABSTRACT

The Effect of Work Engagement on Voice Behavior in Employees Working in Start-up Companies

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Voice behavior carried out by employees is necessary for the growth of start-ups that are in the pilot phase and operate in a dynamic environment. The demand to develop quickly and the shadow of failure makes the employee's contribution in developing innovative ideas and constructive suggestions necessary in the work process. Work engagement can make employees actively involved in speaking out because they assume that they are responsible for developing and caring for the company where they work. This study aims to determine the effects size of work engagement on voice behavior among employees working in start-up companies. The measuring tools used in this study were the Utrecht Work Engagement Scale (UWES) and the Voice Behavior Scale (VBS). This study use quantitative methods and simple linear regression method. The results showed that there was a significant and positive influence of work engagement on voice behavior among employees working in start-up companies of 30.9% ($R^2 = 0.309$, $p < 0.001$). The conclusion from the results of this study is that there is a significant influence work engagement on voice behavior in employees working in start-up companies.

Keywords: *voice behavior, work engagement, start-ups employee*

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