

ABSTRACT

The Influence of Psychological Empowerment on Voice Behavior in Generation Z Employees

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Generation Z (Gen Z) is a generation that is very accustomed to even when they were born the world of technology was already in their grasp. This generation is used to growing up and being connected to everything, this generation is also used to continuous change. The arrival of Gen Z in the world of work, makes employers prepare themselves. Differences in traits between generations or groups can affect companies and organizations. As many as 90% of young people in the workplace say that their leaders should listen to their ideas. Informal communication and employee freedom of ideas, suggestions, concerns and opinions on work-related issues is called voice behavior. A sense of empowerment can also be called psychological empowerment. Psychological empowerment is the perception of control that individuals and employees have over their work and work environment that is aligned with their work values and beliefs, and the beliefs provided by the employer. Employee empowerment is an important thing, because companies that have employees who are fast, independent and responsive will bring advantages to the company. The method used in this research is descriptive quantitative method. Respondents of this study had a total of 350 unemployed generation z employees. This study used the Voice Behavior Scale (VBS) measuring instrument developed by (Liang et al. 2012) and the Psychological Empowerment Questionnaire (PEQ) from Spreitzer (1995). The result of this study is that psychological empowerment has a positive and significant influence on voice behavior in Generation Z employees. Researchers found that psychological empowerment has a high influence on voice behavior of 32.5%.

Keywords: *psychological empowerment, voice behavior, generation z*