

# The Antecedents of Holistic Work Engagement: Impact of Coping Stress, Digital Leadership, and Learning Culture on The Millennials in Indonesia

Nopriadi Saputra <sup>a</sup>, Glenaldo E. Hutajulu <sup>b</sup>, Wandha A.S. Hidayat <sup>c</sup>, Ruth T. Sinaga <sup>d</sup>

<sup>abcd</sup> Binus Business School, Jakarta and Indonesia

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## ABSTRACT

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Millennial generation in Indonesia is on the strategic position. As the fourth most populous country in the world, Indonesia is faced with the demographic bonus phenomenon. This socio-demographic phenomenon can be a momentum for accelerating economic growth dan getting out from the middle-class trap. In 2020, the millennials are in 20 to 40 years old and become the backbone for economic growth. The millennials reach around 88 million people. It's about 33.75% of the Indonesia population. The millennials have unique generational characteristics, especially in working-at-office environment. They have productive characteristics, such as: familiar with digital technology, collaborative working style, and love to learn new things. On the other hand, millennials have the contra-productive ones, such as: easily get stressed, less engaged, and impatient to wait for the process. Based on those facts, this study aimed to examine the impact of individual, group, and organisational antecedents on millennials' holistic work engagement. This study tried to answer "does coping stress of millennials, digital leadership of direct supervisor, and learning culture have positive impact significantly on holistic work engagement?"

**Keywords:** coping stress, digital leadership, learning culture, work engagement