

## ABSTRACT

In the last two decades, work engagement become a serious concern form many industrials in world. This study of work engagement conducted especially for millennial generations who work in banking industry, either private or public bank. Work engagement is a positive state of mind related to work characterized by vigor, dedication, and absorption. The instrument used is Utrecht Work Engagement Scale (UWES) for work attachment, which has been validated in many countries in the world. The work attachment in this study is viewed from the side of positive psychology. So researchers are interested to see the role of positive psychological concepts such as quality of work life and grit, which is a new concept in Indonesia, to work engagement. Grit is one of the psychological concept that is based on positive psychology approach. Quality of work life is also currently widely used by the organization as a strategic tool that is interesting enough to maintain productivity. Based on the work engagement model called JD-R (Job Demands-Resources), it appears that job attachment is influenced by job resources and personal resources. In this study the quality of work life as job resources and grit as personal resources. The main hypothesis in this research is the role of quality of work and grit life to work attachment. Participants in this study amounted to 219 millennia generations (N=219). Overall, the results in this study showed that grit positively related ( $R^2 = 0.22$ ,  $p < 0.01$ ) and quality of work life positively related ( $R^2 = 0.29$ ,  $p < 0.01$ ) to work engagement.

Keywords: work engagement, grit, quality of work life