

## **ABSTRACT**

*The workforce is currently dominated by Employee Engagement Y Generation employees. This generation has been identified as having a very low level of engagement with the organization. In fact, employee engagement is the main business strategy to achieve maximum organizational performance. This research was conducted in financial sector companies that have the lowest level of employee engagement from other sectors in Indonesia. The purpose of this study was to determine the impact of rewards, transformational leadership styles and the application of organizational learning to the level of employee engagement of Employee Engagement Y Generation in financial companies.*

*This research uses quantitative methods. Data was collected with online survey method by distributing questionnaires to Employee Engagement Y Generation employees who have a minimum work period of one year and have a permanent employee status as many as 59 respondents. The data collected were analyzed using smartPLS 3.2.8. This study found that Application of organizational learning had positive influences on employee engagement. While transformational leadership style and rewards hadn't influence on Employee Engagement Y Generation in financial sector companies in Indonesia.*

**Keywords** : *Y Generation, Employee Engagement, Rewards, Transformational Leadership, Organizational learning*