

The Role of Perceived Organizational Support (POS) and Individual Readiness for Change (IRFC) on Work Engagement of Employees

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Abstract. Amidst globalization and technological advancement, employees are expected to perform well by remaining engaged in their respective jobs in order to achieve organizational goals. The level of employee engagement with their work is commonly referred to as work engagement. Work engagement is said to play an important role in positive outcomes in the organization, including employee performance. Individual factors such as perceived organizational support (POS) and individual readiness for change (IRFC) are estimated to contribute to the level of employees' work engagement. This study aims to determine the role of perceived organizational support (POS) and individual readiness for change (IRFC) on work engagement in employees. The method used in this study is a quantitative method using three psychological instruments, namely the Work Engagement scale, the Perceived Organizational Support scale, and the Individual Readiness for Change scale. The research subjects are 155 full-time employees ($N = 155$) in private companies who have worked for the current company at least 2 years and will face organizational change in the future. Multiple linear regression analysis was used to analyze the data, and the results show that $p = 0.000$, $F = 41,450$, and $R\text{ Square} = 0.353$. These results prove that POS and IRFC simultaneously contributed 35.3% in influencing work engagement. In addition, IRFC makes a greater contribution to work engagement

Keywords: individual readiness for change, perceived organizational support, work engagement.

Peran *Perceived Organizational Support* (POS) dan *Individual Readiness for Change* (IRFC) terhadap *Work Engagement* pada Karyawan

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Abstrak. Kondisi globalisasi dan perkembangan teknologi memicu karyawan untuk dapat berkinerja dengan baik dengan tetap *engaged* pada pekerjaannya masing-masing untuk mencapai tujuan organisasi. Tingkat *engagement* karyawan dengan pekerjaannya biasa disebut sebagai *work engagement*. *Work engagement* merupakan variabel penting di dalam organisasi karena diyakini berperan terhadap *outcomes* positif pada organisasi, termasuk kinerja karyawan. Faktor-faktor individual seperti *perceived organizational support* (POS) dan *individual readiness for change* (IRFC) diperkirakan berkontribusi terhadap tingkat *work engagement* karyawan. Penelitian ini bertujuan mengetahui peran *perceived organizational support* (POS) dan *individual readiness for change* (IRFC) terhadap *work engagement* pada karyawan. Metode yang digunakan pada penelitian ini adalah metode kuantitatif dengan menggunakan tiga alat ukur, yaitu skala *Work Engagement*, skala *Perceived Organizational Support*, dan skala *Individual Readiness for Change*. Subjek penelitian ini adalah 155 karyawan tetap (N=155) di perusahaan swasta yang telah bekerja minimal 2 tahun di perusahaan saat ini dan akan menghadapi perubahan di organisasi. Analisis data penelitian dilakukan dengan model regresi linear berganda dan menghasilkan nilai $p=0.000$, $F=41,450$, dan $R\text{ Square}=0.353$. Hasil penelitian ini menunjukkan POS dan IRFC secara bersama-sama berperan positif terhadap *work engagement* ($p<0.05$) dengan kontribusi sebesar 35,3%. Adapun variabel IRFC memberikan sumbangan yang lebih besar terhadap *work engagement*.

Kata kunci: *individual readiness for change*, *perceived organizational support*, *work engagement*.

