

Peran Perceived Organizational Support terhadap Performansi Kerja Karyawan Teknisi

PT. New Ratna Motor

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Abstrak. Industri otomotif memiliki peranan penting dalam kemajuan perekonomian di Indonesia. Hal tersebut menjadikan performansi kerja karyawan pada perusahaan otomotif menjadi sangat penting. Namun pada faktanya, performansi kerja karyawan sering menjadi permasalahan dimana karyawan tidak menunjukkan performansi kerja yang baik. Salah satu faktor yang dinilai mampu meningkatkan performansi kerja adalah peran *perceived organizational support* (POS). Penelitian ini bertujuan untuk menguji peran POS terhadap performansi kerja karyawan. Sejumlah 121 partisipan yang berasal dari unit teknisi *General Repair* (GR) PT. New Ratna Motor cabang Slamet Riyadi, Bantul, Kaligawe, Solo Baru, Pemuda, dan Majapahit diminta untuk mengisi dua buah kuisioner yakni *Survey of Perceived Organizational Support* dan survei Performansi Kerja. Hasil analisis reliabilitas menunjukkan bahwa kedua instrumen tersebut reliabel dan layak digunakan untuk pengambilan data. Pada penelitian ini, data menunjukkan bahwa POS memiliki peran yang signifikan terhadap performansi kerja dengan sumbangsih peran sebesar 41,1%. Temuan ini selaras dengan studi sebelumnya yang menyatakan bahwa POS berperan positif terhadap performansi kerja.

Kata kunci: *Perceived Organizational Support (POS), Performansi Kerja, Karyawan*

The Role of Percieved Organizational Support toward Work Performance in PT. New

Ratna Motor's Technician Employee

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Abstract. *The automotive industries hold important roles in the economic progresses in Indonesia. These roles raise the importance of good work performance of employee's in most automotive companies which create problems whenever employee's work performances do not meet the companies standard requirements. One factor that can be considered as a booster to improve employee's work performances is called Perceived Organizational Support (POS).*

This study aims to examine the role of POS to improve employee's work performances. A total of 121 participants were selected from the General Repair (GR) technician units of PT New Ratna Motor branches - Slamet Riyadi, Bantul, Kaligawe, Solo Baru, Pemuda and Majapahit. They were requested to fill-out two questionnaires, namely Survey of Perceived Organizational Support and Work Performance Survey. Results of the reliability analysis showed that both instruments were reliable and suitable to be used as data collection. The data of this study shows that POS plays a significant role in employee's work performances upto 41% contribution. This finding is in line with previous studies which stated that POS has a positive role in employee's work performances.

Keywords: *Perceived Organizatinal Support (POS), Work Performance, Employee*