

Peran Perceived Organizational Support Terhadap Work Engagement Melalui Occupational Self Efficacy Sebagai Mediasi Pada Karyawan Work From Home

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Abstrak

Banyak organisasi swasta sekarang ini mengadaptasi kerja work from home (WFH) sebuah konsep kerja dimana pekerja dapat melakukan pekerjaannya dari rumah namun banyak tantangan yang dialami pekerja dan organisasi dalam mengelola sistem kerja WFH. Upaya untuk meningkatkan keterlibatan pekerja saat melakukan pekerjaan dari rumah yaitu dengan dukungan organisasi yang secara tidak langsung akan menimbulkan keyakinan positif pada pekerja. Penelitian ini berfokus pada bagaimana peran perceived organizational support terhadap work engagement melalui occupational self efficacy pada pekerja yang melakukan pekerjaan secara WFH. Analisis data menggunakan SPSS.25 dengan metode analisis hipotesis simple mediation by process hayes karakteristik responden penelitian adalah pekerja yang sudah pernah atau sedang melakukan WFH di perusahaan swasta. Hasilnya ditemukan occupational self efficacy sebagai mediasi parsial $\beta = 0,22$ $p < 0,05$ dalam menjelaskan perceived organizational support terhadap work engagement.

Kata Kunci : *Wfh, Engagement, Perceived Organizational Support, OSE*

Abstract

Privately held companys have adopted work from home (WFH), a working concept where workers can do their work from home, but many challenges are experienced by workers and organizations in managing the WFH work system. Efforts to increase worker involvement when doing work from home, namely with organizational support, will indirectly generate positive confidence in workers. This research focuses on how the role of perceived organizational support and occupational self-efficacy on work engagement in workers who do work in the WFH. Data analysis used SPSS.25 with the simple mediation by process. The characteristics respondents were workers who had or were doing WFH in private companies. The results found that occupational self-efficacy role as a partial mediation $\beta = 0.22$ $p < 0.05$ in explaining perceived organizational support for work engagement.

Keywords: *Wfh, Engagement, Perceived Organizational Support, OSE*