

Peran Keterikatan Kerja dan Dukungan Organisasi yang Dipersepsikan terhadap Kinerja Karyawan PT Indonesia Steel Tube Works (ISTW)

Valeria Dira Gracia Wikantya Putri¹, Sumaryono²

^{1,2}Fakultas Psikologi, Universitas Gadjah Mada, Indonesia

Abstrak. Penelitian ini menganalisis peran keterikatan kerja dan dukungan organisasi yang dipersepsikan terhadap kinerja karyawan PT Indonesia Steel Tube Works (ISTW). Penelitian kuantitatif dengan desain survei korelasional melibatkan 101 karyawan yang dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan melalui kuesioner UWES-9, SPOS, dan IWPQ. Hasil regresi menunjukkan kedua variabel secara simultan berperan signifikan terhadap kinerja karyawan ($F = 110$; $R^2 = 0,691$; $p < 0,001$). Secara parsial, keterikatan kerja ($\beta = 0,711$; $p < 0,001$) dan dukungan organisasi yang dipersepsikan ($\beta = 0,204$; $p < 0,002$) berperan positif. Temuan ini memberikan implikasi bahwa perlunya mengoptimalkan strategi peningkatan keterikatan kerja dan dukungan organisasi guna mendorong kinerja karyawan secara berkelanjutan.

Keywords: *keterikatan kerja, dukungan organisasi yang dipersepsikan, kinerja karyawan*

Abstract. This study analyzes the role of work engagement and perceived organizational support on employee performance at PT Indonesia Steel Tube Works (ISTW). This quantitative study with a correlational survey design involved 101 employees selected using purposive sampling techniques. Data were collected through the UWES-9, SPOS, and IWPQ questionnaires. Regression results showed that both variables simultaneously played a significant role in employee performance ($F = 110$; $R^2 = 0,691$; $p < 0,001$). Partially, work engagement ($\beta = 0,711$; $p < 0,001$) and perceived organizational support ($\beta = 0,204$; $p < 0,002$) played a positive role. These findings imply the need to optimize strategies to increase work engagement and organizational support in order to encourage sustainable employee performance.

Keywords: *work engagement, perceived organizational support, employee performance*