

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh dukungan atasan persepsian terhadap perilaku keterikatan kerja yang dimediasi dukungan organisasional persepsian, studi pada pegawai Badan Keahlian Dewan Perwakilan Republik Indonesia (BK DPR RI). Jumlah responden yang berpartisipasi dalam penelitian ini sebanyak 116 responden dengan status pegawai negeri sipil yang telah bekerja selama minimal 1 tahun pada BK DPR RI. Pengujian dilakukan dengan analisis regresi. Hasil penelitian ini menunjukkan bahwa hipotesis 1, yaitu dukungan atasan persepsian berpengaruh positif dan signifikan terhadap keterikatan kerja. Hasil pengujian hipotesis 2, menunjukkan bahwa dukungan atasan persepsian berpengaruh positif dan signifikan terhadap dukungan organisasional persepsian. Hasil pengujian hipotesis 3, menunjukkan bahwa dukungan organisasional persepsian berpengaruh positif dan signifikan terhadap keterikatan kerja. Hasil pengujian hipotesis 4, menunjukkan bahwa dukungan organisasional persepsian memediasi penuh pengaruh dukungan atasan persepsian terhadap keterikatan kerja. Implikasi dari penelitian ini adalah atasan/penyelia dan organisasi perlu menjaga dan meningkatkan kualitas hubungan antara dan bawahan sehingga meningkatkan keterikatan kerja karyawan.

Kata kunci : Dukungan Atasan Persepsian, Dukungan Organisasional Persepsian, Keterikatan Kerja.

ABSTRACT

The purpose of this study is to measure the effect of perceived supervisor support towards work engagement using perceived organizational support as a mediating variable, the study on the Expertise Agency of the House of Representatives of the Republic of Indonesia (BK DPR RI). The number of respondents who participated in this study were 116 and the respondents are civil servants who had worked for at least 1 year at the BK RI DPR. Testing is done by regression analysis. The results of this study indicate that hypothesis 1, which states perceived superior support, has a positive and significant effect on work engagement. The testing on hypothesis 2, shows that perceived superior support has a positive and significant effect on perceived organizational support. The testing on hypothesis 3, shows that perceived organizational support has a positive and significant effect on work engagement. Hypothesis 4 test results show that perceived organizational support fully mediates the influence of perceived superior support on work engagement. This study implies that it is necessary for supervisors and the organization to maintain and improve the quality of relation between supervisors and staff in order to improve their work engagement.

Keywords : Perceived Supervisor Support, Perceived Organizational Support, Work Engagement.