



## **PERAN *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DAN *SELF-EFFICACY* TERHADAP *WORK ENGAGEMENT***

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### **ABSTRAK**

Penelitian ini bertujuan untuk menguji secara empirik peran *perceived organizational support* (POS) dan *self-efficacy* dalam memprediksi *work engagement*. Hipotesis yang diajukan dalam penelitian ini adalah terdapat peran *perceived organizational support* (POS) dan *self-efficacy* dalam memprediksi *work engagement*. Alat ukur yang digunakan dalam penelitian ini adalah *Utrecht Work Engagement Scale* (UWES), *Survey of Perceived Organizational Support* (SPOS), dan *General Self-efficacy Scale* (GSES). Data empirik diperoleh dari 109 karyawan PT. XYZ yang berstatus karyawan tetap. Analisis dilakukan dengan menggunakan analisis regresi berganda. Hasil penelitian menunjukkan bahwa terdapat peran *perceived organizational support* (POS) dan *self-efficacy* dalam memprediksi *work engagement* secara bersama-sama ( $R = 0,393$ ) dengan nilai signifikansi  $p < 0,001$ . Sumbangan efektif yang diberikan oleh *perceived organizational support* (POS) dan *self-efficacy* sebesar 15,5%. Hal ini ditunjukkan dengan nilai  $R^2$  yang dihasilkan yaitu sebesar 0,155. *Perceived organizational support* (POS) menyumbang sebesar 2,9% terhadap *work engagement* dan *Self-efficacy* menyumbang sebesar 12,6% terhadap *work engagement*.

**Kata kunci:** karyawan, *perceived organizational support*, *self-efficacy*, *work engagement*.



***THE ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT (POS) AND  
SELF-EFFICACY TO WORK ENGAGEMENT***

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***ABSTRACT***

*The aim of this study was to examine in empiric the role of perceived organizational support and self-efficacy in predicting work engagement. The hypothesis of this study states that perceived organizational support and self-efficacy have a positive role in work engagement. This study used Utrecht Work Engagement Scale (UWES), Survey of Perceived Organizational Support (SPOS), and General Self-efficacy Scale (GSES). Empirical data obtained from 109 permanent employees of PT. XYZ. Data were analyzed using multiple regression method. The result of the study showed that perceived organizational support and self-efficacy can predict work engagement ( $R = 0,393$ ) with  $p < 0,001$ . Determinant coefficient of perceived organizational support and self-efficacy towards work engagement is 15,5% ( $R^2 = 0,155$ ).*

***Keywords:*** *employee, work engagement, perceived organizational support, self-efficacy.*