

INTISARI

Struktur organisasional merupakan hal penting dalam manajemen organisasi yang dapat membantu dalam mencapai tujuan organisasi. Persepsi anggota organisasi terkait struktur organisasional berdampak terhadap organisasi. Struktur organisasional yang dipersepsikan positif oleh karyawan dapat mempengaruhi *engagement* anggota organisasi. Dukungan yang diberikan organisasi membuat anggota organisasi merasa nyaman dengan lingkungan pekerjaannya dan meningkatkan rasa memiliki anggota terhadap organisasi.

Penelitian ini merupakan studi korelasional yang berfokus pada pengujian hipotesis dan bertujuan untuk menguji pengaruh struktur organisasional persepsian terhadap *engagement* karyawan yang dimoderasi oleh dukungan organisasional persepsian. Data pada penelitian ini merupakan data primer yang didapat melalui penyebaran kuesioner pada karyawan PT PLN (Persero) Kantor Pusat dengan sampel sebanyak 105 orang. Penelitian ini menggunakan uji hipotesis berupa *Moderated Regression Analysis* (MRA).

Berdasarkan penelitian yang telah dilakukan diperoleh kesimpulan berupa: (1) struktur organisasional persepsian berpengaruh positif dan signifikan pada *engagement* karyawan. (2) dukungan organisasional persepsian memoderasi pengaruh positif dan menguatkan struktur organisasional persepsian pada *engagement* karyawan.

Kata kunci: Struktur organisasional persepsian, *engagement* karyawan, dukungan organisasional persepsian.

ABSTRACT

Organizational structure is important in the organizational management which can help the organization to achieve its goal. The perception of the organization's member related to the organizational structure has an impact toward the organization itself. The organizational structure which is positively perceived by the employees can influence their engagement to the organization. The support given by the organization makes its members feel comfortable at the job as well as increases their sense of belonging toward the organization.

The research is a correlational study focusing on the hypothesis testing and it is intended to test the influence of perceived organizational structure toward the employee engagement moderated by the perceived organizational support. The research data is a primary data collected by distributing questionnaires to the employees in the head office of PT PLN (Persero) and it uses the samples as many as 105 people. The research uses hypothesis testing in the form of Moderated Regression Analysis (MRA).

Based on the conducted research, the conclusions which are drawn are: (1) the perceived organizational structure positively and significantly influences the employee engagement. (2) the perceived organizational support moderates the positive influence and strengthens the perceived organizational structure toward the employee engagement.

Key words: *Perceived organizational structure, employee engagement, perceived organizational support.*