



THE ROLE OF SELF EFFICACY AND PERCEIVED ORGANIZATIONAL SUPPORT TO WORK ENGAGEMENT

ABSTRACT

Work engagement is a positive, fulfilling, work related state of mind that is characterized by vigour, dedication and absorption. This study aimed to examine in empiric the role of self-efficacy and perceived organizational support to work engagement among police officers at Yogyakarta state police station. Utrecht Work Engagement Scale (UWES) was used to measure work engagement. Self-efficacy was measured with self-efficacy scale (SES). survey of perceived organizational support (SPOS) was used to measure perceived organizational support. Research samples were 104 police officers. Data was analyzed by using multiple regression method and the result was indicating: self-efficacy and perceived organizational support can predict self efficacy with ($F=8,090$; $p < 0,05$) and coefficient determination 13,8%. Self-efficacy can predict work engagement significantly ($t= 3,104$; $p<0,05$) and perceived organizational support can't predict work engagement significantly ($t= 0,253$; $p>0,05$).

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

**PERAN SELF EFFICACY DAN PERCEIVED ORGANIZATIONAL SUPPORT
TERHADAP WORK ENGAGEMENT**

INTISARI

Work engagement merupakan suatu sikap yang positif terhadap pekerjaan, bersedia melaksanakannya, dan bekerja sesuai dengan karakteristik *vigour*, *dedication*, dan *absorption*. Penelitian ini bertujuan untuk menguji secara empirik peran *self efficacy* dan *perceived organizational support* terhadap *work engagement* secara langsung. Alat ukur yang digunakan dalam penelitian ini untuk mengukur tingkat *work engagement* adalah *Utrecht Work Engagement (UWES)*. Untuk mengukur tingkat *self-efficacy* digunakan *self-efficacy scale (SES)*. *Survey of perceived organizational support (SPOS)* digunakan untuk mengukur tingkat *perceived organizational support*. Dalam penelitian ini menggunakan 104 subjek yang merupakan staf kepolisian polresta Yogyakarta, sudah bekerja minimal satu tahun dan memiliki minimal usia 20 tahun. Hasil analisis regresi menunjukkan: *self-efficacy* dan *perceived organizational support* dapat memperkirakan *work engagement* ($F= 8,090$; $p<0,05$) dengan koefisien determinasi sebesar 13,8%. *Self-efficacy* dapat memprediksi *work engagement* secara signifikan dengan ($t= 3,104$ dan $p < 0,05$), sedangkan *perceived organizational support* tidak dapat memprediksi *work engagement* secara signifikan ($t= 0,253$; $p > 0,05$).

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