



HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *WORK ENGAGEMENT*

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INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *work engagement*. *Work engagement* sebagai variabel dependen dan *perceived organizational support* (POS) sebagai variabel independennya. Hipotesis penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* dengan *work engagement*.

Subjek penelitian adalah pegawai Kantor Pusat Tata Usaha (KPTU) Universitas Gadjah Mada dengan masa kerja minimal 2 tahun yang berjumlah 110 orang. Alat ukur yang digunakan adalah *Utrecht Work Engagement Scale – 17* (Schaufeli & Bakker, 2004) dan *Survey of Perceived Organizational Support* (Eisenberger dkk., 1986). Analisis data dilakukan dengan teknik korelasi *Product Moment* dari Pearson.

Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara *perceived organizational support* dengan *work engagement* ($r_{xy} = 0,528$; $p < 0,01$). Hal tersebut menunjukkan bahwa hipotesis penelitian diterima. *Perceived organizational support* memberikan sumbangan efektif sebesar 27,8 % terhadap *work engagement* ($R^2 = 0,278$).

Kata kunci : *Work Engagement, Perceived Organizational Support, POS*



RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK ENGAGEMENT

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ABSTRACT

The aim of this study is to find out the relation between perceived organizational support and work engagement, with work engagement as dependent variable and perceived organizational support (POS) as independent variable. The hypothesis of this study is that there is a positive relationship between perceived organizational support and work engagement.

Participants of this study were 110 employees who work in Kantor Pusat Tata Usaha (KPTU) Universitas Gadjah Mada and had been working there at least in 2 years. This research used Utrecht Work Engagement Scale – 17 (Schaufeli and Bakker, 2004) and Survey of Perceived Organizational Support (Eisenberger et al., 1986) as instruments to measure work engagement and perceived organizational support. Product Moment correlation by Pearson was used to analyzed participants' data.

The result of the study showed that there's significantly positive relation between perceived organizational support and work engagement ($r_{xy} = 0.528$; $p < 0.01$). Therefore, hypothesis in this study is accepted. The effective contributions of perceived organizational support to work engagement is 27.8 % ($R^2 = 0.278$).

Keywords: Work Engagement, Perceived Organizational Support, POS