

ABSTRAK

Abstrak. Masa pandemi Covid-19 menyebabkan sektor industri di Indonesia mengalami penurunan produktivitas, salah satunya adalah perusahaan swasta. Perusahaan swasta melakukan pemutusan hak kerja guna mencapai efisiensi perusahaan. Situasi tersebut menjadi suatu ancaman yang mengakibatkan munculnya rasa tidak aman, cemas, dan penurunan kontribusi kerja. Penelitian ini bertujuan untuk membuktikan dan mengeksplorasi *work engagement* pekerja selama masa pandemi. Penelitian ini akan melibatkan peran calling dan *perceived organizational support* (POS) dalam upaya meningkatkan *work engagement*. Partisipan penelitian merupakan 144 karyawan swasta dengan masa kerja minimal 6 bulan dan menjalankan *work from home*. Penelitian dilakukan dengan menggunakan metode kuantitatif melalui analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa peran *calling* dan POS mampu memprediksi peningkatan *work engagement*. Hal lain yang ditemukan pada penelitian ini juga menunjukkan bahwa tidak ada perbedaan peningkatan *work engagement* pada karyawan yang menjalankan *work from home*, *work from office*, ataupun parsial keduanya. Namun, berdasarkan uji beda ANOVA menunjukkan bahwa karyawan yang bekerja dari rumah memiliki *calling* lebih tinggi dibandingkan karyawan *work from office* dan Tidak Sepenuhnya.

Kata kunci: *work engagement; calling; perceived organizational support (POS).*

Abstract. *The Covid-19 pandemic has forced the industrial sectors in Indonesia that lack of productivity occurred, one of which is private companies. The private sector conducts employment rights for achieving company efficiencies. This situation drives a threat that emerging insecurity, anxiousness, and engagement decreased. This study aims to examine and exploring employees' work engagement during the pandemic. Furthermore, this research takes advantage of calling and perceived organizational support as the main role of work engagement enhancement. Research participants are employees from various private companies as many as 144 with working period of six months and work from home. The research was conducted using Multiple Regression Analysis. The results showed that calling and POS both have an impact to work engagement significantly. Another thing found in this study also shows that there is no difference in the increase in work engagement of employees who work from home, work at the office, or partially both. Based on ANOVA analysis, employees who are working at home have a higher calling than employees working at work and working partially.*

Keywords: *work engagement; calling; perceived organizational support (POS).*