

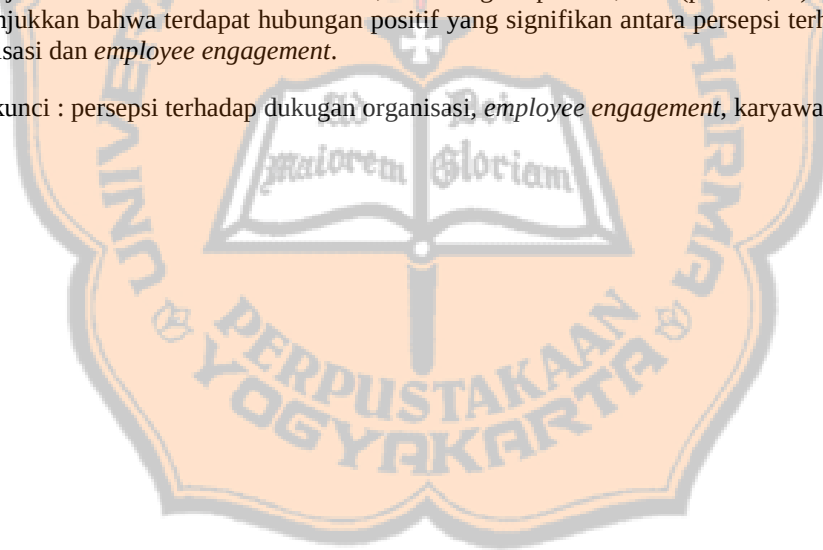
HUBUNGAN ANTARA PERSEPSI TERHADAP DUKUNGAN ORGANISASI DAN *EMPLOYEE ENGAGEMENT*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi terhadap dukungan organisasi dan *employee engagement* pada karyawan. Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan positif antara persepsi terhadap dukungan organisasi dan *employee engagement*. Subjek dalam penelitian ini adalah 106 orang karyawan tetap dari 4 toko di Yogyakarta dengan masa kerja minimal 1 tahun. Reliabilitas skala persepsi terhadap dukungan organisasi dan skala *employee engagement* masing-masing diuji menggunakan teknik *Alpha Cronbach*. Skala persepsi terhadap dukungan organisasi terdiri dari 12 aitem dengan nilai reliabilitas sebesar 0,903. Skala *employee engagement* terdiri dari 21 aitem dengan nilai reliabilitas sebesar 0,912. Berdasarkan hasil uji asumsi, data persepsi terhadap dukungan organisasi dan data *employee engagement* termasuk dalam distribusi normal dan linear. Uji hipotesis data penelitian dilakukan dengan menggunakan teknik korelasi *Product Moment Pearson*. Hasil uji hipotesis menunjukkan nilai korelasi sebesar 0,691 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara persepsi terhadap dukungan organisasi dan *employee engagement*.

Kata kunci : persepsi terhadap dukungan organisasi, *employee engagement*, karyawan



RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND EMPLOYEE ENGAGEMENT

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ABSTRACT

This study aimed to determine the relationship between perceived organizational support and employee engagement among employees. The hypothesis proposed in this research was the positive correlation between perceived organizational support and employee engagement. Subjects in this study were 106 permanent employees from 4 stores in Yogyakarta who have worked for minimum one year. Reliability of perceived organizational support scale and employee engagement scale were tested using Alpha Cronbach. Scale of perceived organizational support consists of 12 items and the reliability value was 0.903. Scale of employee engagement consists of 21 items and the reliability value was 0.912. Based on the assumptions test, the data of perceived organizational support and employee engagement were normal and linear. Hypothesis test conducted in this research were using Product Moment Pearson correlation technique. Result of hypothesis test showed that correlation of perceived organizational support and employee engagement was 0.691 with $p = 0.000$ ($p < 0.05$). This result indicates that there is a significant positive correlation between perceived organizational support and employee engagement.

Keywords: perceived organizational support, employee engagement, employee

