

# RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK ENGAGEMENT OF HIGH SCHOOL TEACHERS IN DIY

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## ABSTRACT

The goal of this research was to find out the relationship between *perceived organizational support* and *work engagement* of high school teachers in DIY. The hypothesis of this research was there is a positive relationship between *perceived organizational support* and *work engagement*. This research is one of the quantitative research that used convenience samples for data retrieval. The subject of this research was 108 high school teachers in DIY. This research used two scales, *Utrecht Work Engagement Scale* (UWES-17) and *Survey of Perceived Organizational Support* (SPOS-8). The *Utrecht Work Engagement Scale* had 17 items with reliability score of 0,823 and *Survey of Perceived Organizational Support* had 8 items with reliability score of 0,938. This research used *Spearman's rho* technique because the data was not distributed normally. By using this technique, we got the correlation score of 0,261 and significance score of 0,006. This score indicated that there is a positive and significant relationship between *perceived organizational support* and *work engagement* of high school teachers in DIY. This result indicated that the higher the *perceived organizational support* then the higher the *work engagement*. Otherwise, the lower the *perceived organizational support* then the lower the *work engagement*.

Keyword : *work engagement, perceived organizational support, teacher*

# HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *WORK ENGAGEMENT* PADA TENAGA PENGAJAR TINGKAT SEKOLAH MENENGAH ATAS DI DIY

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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara *perceived organizational support* dan *work engagement* pada tenaga pengajar tingkat Sekolah Menengah Atas. Hipotesis dalam penelitian ini adalah adanya hubungan yang positif antara *perceived organizational support* dan *work engagement*. Penelitian ini merupakan salah satu penelitian kuantitatif yang menggunakan *convenience sample* sebagai metode pengambilan data. Subjek penelitian ini sebanyak 108 subjek tenaga pengajar tingkat Sekolah Menengah Atas di DIY. Terdapat dua skala yang digunakan dalam penelitian ini, yaitu *Utrecht Work Engagement Scale* (UWES-17) dan *Survey of Perceived Organizational Support* (SPOS-8). Skala *Utrecht Work Engagement Scale* memiliki 17 item memiliki reliabilitas sebesar 0,823 dan skala *Survey of Perceived Organizational Support* memiliki 8 item memiliki reliabilitas sebesar 0,938. Penelitian ini menggunakan teknik *Spearman's rho* sebagai metode analisis data dikarenakan sebaran data yang tidak normal. Menggunakan metode tersebut, diperoleh nilai korelasi 0,261 dan nilai signifikansi 0,006. Nilai ini menunjukkan bahwa adanya hubungan positif dan signifikan antara *perceived organizational support* dan *work engagement* pada subjek tenaga pengajar tingkat Sekolah menengah Atas. Hasil ini menunjukkan bahwa semakin tinggi *perceived organizational support*, maka *work engagement* juga akan semakin tinggi. Dan juga sebaliknya, apabila *perceived organizational support* rendah maka *work engagement* juga akan semakin rendah.

Kata kunci : *work engagement, perceived organizational support, tenaga pengajar*