

ABSTRAK

**PENGARUH PERCEIVED ORGANIZATIONAL SUPPORT, LINGKUNGAN
KERJA TERHADAP LOYALITAS KARYAWAN DENGAN EMPLOYEE
ENGAGEMENT SEBAGAI VARIABEL MEDIASI**

Studi pada Karyawan Yayasan Tali Kasih Mandiri

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Tujuan dari penelitian ini adalah untuk mengetahui: (1) pengaruh secara langsung *perceived organizational support* terhadap loyalitas karyawan, (2) pengaruh secara langsung lingkungan kerja terhadap loyalitas karyawan, (3) pengaruh *perceived organizational support* terhadap loyalitas karyawan dengan dimediasi oleh *employee engagement*, (4) pengaruh lingkungan kerja terhadap loyalitas karyawan dengan dimediasi oleh *employee engagement*. Teknik pengambilan sampel menggunakan sampel jenuh (*saturated sampling*). Populasi dari penelitian ini adalah karyawan Yayasan Tali Kasih Mandiri yaitu sejumlah 45 karyawan. Data diperoleh dengan membagikan kuesioner kepada 45 responden. Analisis data menggunakan *partial least square* dan pengolahan data menggunakan *Software Smart PLS 4*. Hasil penelitian menunjukkan bahwa: (1) *perceived organizational support* secara langsung tidak berpengaruh terhadap loyalitas karyawan, (2) lingkungan kerja secara langsung tidak berpengaruh terhadap loyalitas karyawan, (3) *perceived organizational support* tidak berpengaruh terhadap loyalitas karyawan dengan dimediasi oleh *employee engagement*, (4) lingkungan kerja berpengaruh terhadap loyalitas karyawan dengan dimediasi penuh (*full mediation*) oleh *employee engagement*.

Kata kunci: *perceived organizational support*, lingkungan kerja, *employee engagement*, loyalitas karyawan.

ABSTRACT

THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT, WORK ENVIRONMENT ON THE EMPLOYEE LOYALTY WITH EMPLOYEE ENGAGEMENT AS A MEDIATING VARIABLE

Study at Yayasan Tali Kasih Mandiri Employee

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The purpose of this study is to determine: (1) direct effect of perceived organizational support on the employee loyalty, (2) direct effect of work environment on employee loyalty, (3) the effect of perceived organizational support on the employee loyalty mediated by employee engagement, (4) the effect of work environment on the employee loyalty mediated by employee engagement. The sampling technique used is saturated sampling. The population of this study were employee at the Tali Kasih Mandiri foundation, namely a total of 45 employees. Data were obtained by distributing a questionnaires to 45 respondents. The data analysis uses partial least square and the data processing uses Smart PLS 4 software. The result of this study showed that: (1) perceived organizational support has no effect on the employee loyalty, (2) work environment has no effect on the employee loyalty, (3) perceived organizational support has no effect on the employee loyalty mediated by employee engagement, (4) work environment affects the employee loyalty mediated by employee engagement (full mediation).

Keywords: *perceived organizational support, work environment, employee loyalty, employee loyalty*