

**HUBUNGAN ANTARA PERSEPSI DUKUNGAN ORGANISASI  
DENGAN SIKAP MENGHADAPI MASA PENSIUN  
PADA KARYAWAN ADMINISTRASI**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi dukungan organisasi dengan sikap menghadapi masa pensiun pada karyawan administrasi. Pengambilan data dilakukan di Universitas Sanata Dharma Yogyakarta. Subjek dalam penelitian ini adalah karyawan tetap Universitas Sanata Dharma berusia 40-65 tahun dengan masa kerja minimal 5 tahun. Subjek penelitian ini berjumlah 103 orang. Hipotesis dari penelitian ini adalah terdapat hubungan positif antara persepsi dukungan organisasi dengan sikap menghadapi masa pensiun. Metode pengumpulan data yang digunakan dalam penelitian ini adalah metode skala, yaitu Skala persepsi dukungan organisasi dan Skala sikap menghadapi masa pensiun. Hasil seleksi aitem menyisakan 50 aitem pada Skala sikap menghadapi masa pensiun dengan nilai ( $r$ ) = 0,954 dan 25 aitem pada Skala persepsi dukungan organisasi dengan ( $r$ ) = 0,928. Teknik analisis pada penelitian ini menggunakan korelasi *Spearman Brown* karena data penelitian berasal dari populasi yang sebarannya tidak normal. Hasil analisis menunjukkan bahwa ada hubungan yang positif dan signifikan ( $r = 0,461$ ,  $p < 0,025$ ) antara persepsi dukungan organisasi (mean = 71,68; sd = 8,296) dengan sikap menghadapi masa pensiun (mean = 153,73; sd = 14,484) pada karyawan administrasi. Hal ini berarti semakin positif persepsi dukungan organisasi karyawan administrasi, maka akan semakin positif sikapnya dalam menghadapi masa pensiun.

Kata kunci : persepsi dukungan organisasi, sikap menghadapi masa pensiun, karyawan administrasi

**THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL  
SUPPORT WITH ATTITUDE TOWARD PENSION OF  
THE ADMINISTRATIVE EMPLOYEES**

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**ABSTRACT**

This study aimed to determine the relationship between perceived organizational support (POS) with attitude toward pension of the administrative employees. Research sampling was conducted at Sanata Dharma University. Subjects were regular employees of Sanata Dharma University with aged between 40-65 years old and 5 years minimum of worktime. There was 103 subjects to examine. The hypothesis is that there is a positive relationship between perceived organizational support with attitude toward pension of the administrative employees in Sanata Dharma University. Perceived organizational support scale and attitude toward pension scale are used for data collection. An amount of 50 aitem of attitude toward pension scale ( $r = 0,954$ ) and 25 aitem of perceived organizational support scale ( $r = 0,928$ ) are remained. Data is analyzed by Spearman Brown correlation which is referring to population that is not normally distributed. Result showed that there was a positive and significant relationship ( $r = 0,461$ ,  $p < 0,025$ ) between perceived organizational support (mean = 71,68; sd = 8,296) with attitude toward pension (mean = 153,73; sd = 14,484) of the administrative employees. Hence, as the positive perceived organizational support of the administrative employees, their attitude toward pension are also positive.

Keywords : perceived organizational support (POS), attitude toward pension, administrative employees