

**PENGARUH ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT (POS)*
DAN *PSYCHOLOGICAL EMPLOYEE WELL-BEING* DENGAN *EMPLOYEE
ENGAGEMENT* SEBAGAI VARIABEL MEDIATOR**

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ABSTRAK

Tujuan penelitian ini adalah ingin melihat bagaimana pengaruh antara *Perceived Organizational Support (POS)* dan *Psychological Employee Well-being (PWB)* pada karyawan dengan *employee engagement* sebagai variabel mediator. Penelitian ini memiliki empat buah hipotesis. Pertama, POS memiliki hubungan yang positif signifikan dengan *Psychological Employee Well-being (PWB)*. Kedua, POS memiliki hubungan positif signifikan dengan *employee engagement*. Ketiga, *employee engagement* memiliki hubungan yang positif signifikan dengan *Psychological Employee Well-being (PWB)* dan yang keempat hubungan antara POS dengan *Psychological Employee Well-being (PWB)* dapat dimediasi oleh *employee engagement*. Subjek dalam penelitian ini berjumlah sebanyak 159 orang karyawan yang berprofesi sebagai perawat di rumah sakit negeri dan rumah sakit swasta di Sragen, Jawa Tengah. Skala yang digunakan dalam penelitian ini merupakan skala yang telah diadaptasi dari Eisenberger dan Huntington (1986) dan telah disederhanakan untuk POS, Ryff dan Keyes (1995) untuk PWB dan Saks (2006) untuk *employee engagement*. Reliabilitas skala dalam penelitian ini adalah POS sebesar 0.837, reliabilitas skala PWB sebesar 0.753 dan reliabilitas skala *engagement* adalah sebesar 0.758. Pengujian hipotesis dilakukan dengan menggunakan analisis regresi sederhana dan *causal step analysis* yang dikembangkan oleh Baron dan Kenny (1986) untuk melihat efek mediasi. Hasil analisis menunjukkan bahwa seluruh hipotesis dalam penelitian ini diterima. Diketahui nilai *standardized coefficients* (β) sebesar 0.264 untuk hubungan antara POS dan PWB, 0.198 untuk hubungan antara POS dan *employee engagement* dan 0.435 untuk hubungan antara *engagement* dengan PWB. Berdasarkan analisa yang dilakukan menggunakan *causal step*, diketahui *engagement* dapat memediasi hubungan antara POS dengan PWB dengan jenis mediasi yang terjadi adalah *full mediation*.

Kata kunci : *Perceived Organizational Support(POS)*, *Employee engagement*, *Psychological Employee Well-being (PWB)*.

**THE INFLUENCE OF *PERCEIVED ORGANIZATIONAL SUPPORT (POS)*
TOWARD *PSYCHOLOGICAL EMPLOYEE WELL-BEING* WITH *EMPLOYEE
ENGAGEMENT AS A MEDIATING ROLE***

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ABSTRACT

The purpose of this research is to see how the influence between the Perceived Organizational Support (POS) and the Psychological Employee Well-being (PWB) to employees by employee engagement as a mediator variable. This research has four hypotheses. First, the POS has a positive significant relation with the Psychological Employee Well-being (PWB). Second, the POS has a positive significant relation with employee engagement. Third, employee engagement has a positive significant relation with Psychological Employee Well-being (PWB). And fourth, the relation between the POS and the Psychological Employee well-being (PWB) could be mediated by the employee engagement. The subject in this research was 159 employees who had the profession as nurses at the public hospital and private hospital in Sragen, Central Java. The scale used in this research was the scale which had been adapted from Eisenberger and Huntington (1986) and had been simplified for the use of the POS, Ryff and Keyes (1995) for the PWB and Saks (2006) for the employee engagement. Scale reliability of this research was 0.837 of the POS, 0.753 of the PWB scale reliability and 0.758 of the engagement scale reliability. Hypothesis testing was done by using simple regression analysis and the causal step analysis which was developed by Baron and Kenny (1986) to see the effects of mediation. The results of the analysis showed that the hypothesis in this research was accepted. It was shown that the coefficients standardized value (β) was 0.264 to the relation between the POS and the PWB, 0.198 to the relation between the POS and the employee engagement and 0.435 to the relation between the engagement and the PWB. Based on the conducted analysis by using the causal step, it was known that the engagement could mediate the relation between the POS and the PWB by this type of mediation which was done by the full mediation.

Keywords: Perceived Organizational Support (POS), Employee engagement, Psychological Employee Well-being (PWB).