

ABSTRAK

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN KEPUASAN KERJA PADA KARYAWAN PT. YASIGA SARANA UTAMA

Penelitian ini bertujuan mengetahui hubungan *Perceived Organizational Support* dengan Kepuasan Kerja pada karyawan PT. Yasiga Sarana Utama. Variabel penelitian yaitu *Perceived Organizational Support* (X) dan Kepuasan Kerja (Y). Metode pengumpulan data menyebarkan kuesioner dengan sampel 160 orang karyawan PT. Yasiga Sarana Utama. Adapun subjek penelitian ini menggunakan Teknik *Purposive Sampling*. Alat ukur yang digunakan dalam penelitian ini adalah skala *Perceived Organizational Support* dan Skala Kepuasan Kerja.

Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi (Pearson) *product moment pearson* yang dilakukan dengan bantuan IBM SPSS versi 21.0, yang menunjukkan bahwa nilai koefisien korelasi $r = 0,461$ dengan nilai (p) $\text{sig} = 0,000$, karena nilai (p) $\text{sig} 0,000 < 0,01$ yang berarti terdapat hubungan yang sangat signifikan antara *perceived organizational support* dengan kepuasan kerja dengan arah positif, artinya makin tinggi *Perceived Organizational Support*, maka semakin tinggi kepuasan kerja. Sebaliknya, semakin rendah *Perceived Organizational Support* maka semakin rendah juga kepuasan kerja pada karyawan PT. Yasiga Sarana Utama. Berarti hipotesis penelitian dapat diterima. Kontribusi efektif variable *Perceived Organizational Support* terhadap Kepuasan kerja 21%

Kata kunci: *Perceived Organizational Support*, Kepuasan kerja, Karyawan PT. Yasiga Sarana Utama

ABSTRACT

RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT WITH JOB SATISFACTION AT EMPLOYEES OF PT. YASIGA SARANA UTAMA

This study aims to determine the relationship between Perceived Organizational Support and Job Satisfaction at PT. Yasiga Main Facilities. The research variables are Perceived Organizational Support (X) and Job Satisfaction (Y). The data collection method is distributing questionnaires with a sample of 160 employees of PT. Yasiga Sarana Utama. The subject of this study used the Purposive Sampling Technique. The measurement tools used in this study are the Perceived Organizational Support scale and the Job Satisfaction Scale.

The data analysis method used to test the hypothesis in this study is to use the Pearson product moment correlation (Pearson) which was carried out with the help of IBM SPSS version 21.0, which shows that the correlation coefficient value is $r = 0.461$ with a value of $(p) \text{ sig} = 0.000$, because the value $(p) \text{ sig} 0.000 < 0.01$, which means that there is a very significant relationship between perceived organizational support and job satisfaction in a positive direction, meaning that the higher the Perceived Organizational Support, the higher the job satisfaction. Conversely, the lower the Perceived Organizational Support, the lower the job satisfaction of PT. Yasiga Sarana Utama employees. It means that the research hypothesis can be accepted. The effective contribution of the variable Perceived Organizational Support to job satisfaction 21%

Keywords: *Perceived Organizational Support, Job Satisfaction, Employees of PT. Yasiga Sarana Utama*