

ABSTRAK

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *WORK ENGAGEMENT* PADA KARYAWAN PT. TELUK LUAS KOTA PADANG

Penelitian ini dilakukan kepada karyawan PT. Teluk Luas Kota Padang. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *Perceived Organizational Support* dengan *Work Engagement* pada karyawan PT. Teluk Luas Kota Padang. Populasi dalam penelitian ini adalah seluruh karyawan PT. Teluk Luas Kota Padang yang berjumlah 126. Adapun subjek penelitian ini menggunakan teknik *Simple random sampling* dimana pengambilan anggota sampel dari populasi yang dilakukan secara acak tanpa memperhatikan strata yang ada dalam populasi itu, untuk menentukan besarnya sampel yang diambil dari populasi peneliti menggunakan *Tabel Isaac & Michael* dengan tingkat kesalahan 10%, maka didapat jumlah sampel sebanyak 83 karyawan PT. Teluk Luas Kota Padang. Alat ukur yang digunakan adalah Skala *Perceived Organizational Support* yang peneliti susun berdasarkan teori yang dikemukakan Rhoades dan Eisenberger (dalam Rosyiana, 2019) dan Skala *Work Engagement* yang peneliti susun berdasarkan teori yang dikemukakan oleh Schaufeli (dalam Mustofa, 2017) . Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment (pearson)*, yang menunjukkan bahwa $r = -0,444$ dengan nilai $p = 0,000 (<0,01)$, artinya terdapat hubungan yang signifikan antara *Perceived Organizational Support* dengan *Work Engagement* pada karyawan PT. Teluk Luas Kota Padang. Berarti hipotesis penelitian diterima. Adapun sumbangan efektif dari variabel *Perceived Organizational Support* terhadap *Work Engagement* sebesar 20%, hal ini dapat diartikan bahwa *Perceived Organizational Support* mampu memberikan kontribusi terhadap *Work Engagement* sebesar 20%.

Kata kunci: *Perceived Organizational Support, Work Engagement,*

ABSTRACT

RELATIONSHIP BETWEEN *PERCEIVED ORGANIZATIONAL SUPPORT TO WORK ENGAGEMENT* AT EMPLOYEES PT. TELUK LUAS OF PADANG CITY

This research was conducted to employees of PT. Teluk Luas of Padang City. This study aims to see whether there is a relationship between *Perceived Organizational Support* with *Work Engagement* to employees of PT. Teluk Luas of Padang City. The population in this study were all employees of PT. Teluk Luas City of Padang, totaling 126. The subject of this study uses techniques *Simple random sampling* where the taking of sample members from the population is carried out randomly without regard to the existing strata in the population, to determine the size of the sample taken from the research population using *Table Isaac & Michael* with an error rate of 10%, a total sample of 83 employees of PT. Teluk Luas of Padang City. Measuring tool used is a scale *Perceived Organizational Support* which the researchers compiled based on the theory put forward by Rhoades and Eisenberger (in Rosyiana, 2019) and the Scale *Work Engagement* which the researchers compiled based on the theory put forward by Schaufeli (in Mustofa, 2017). The data analysis method used to test the hypothesis in this study is to use correlation *product moment (pearson)*, which shows that $r = -0.444$ with a value of $p = 0.000 (<0.01)$, meaning that there is a significant relationship between *Perceived Organizational Support* with *Work Engagement* to employees of PT. Teluk Luas of Padang City. It means that the research hypothesis is accepted. As for the effective contribution of the variable *Perceived Organizational Support* to *Work Engagement* by 20%, this can be interpreted that *Perceived Organizational Support* able to contribute to *Work Engagement* by 20%.

Keywords:*Perceived Organizational Support, Work Engagement*