

ABSTRAK

HUBUNGAN *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *HAPPINESS AT WORK* PADA PEGAWAI DINAS PEGAWAI PERHUBUNGAN SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan *happiness at work* pada pegawai Dinas Perhubungan Sumatera Barat. Variabel bebas dalam penelitian ini adalah *perceived organizational support* dan variabel terikat adalah *happiness at work*. Alat ukur yang digunakan dalam penelitian ini adalah skala *perceived organizational support* dan *happiness at work*. Teknik pengambilan sampel dalam penelitian ini adalah 66 pegawai Dinas Perhubungan Sumatera Barat. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik Alpha Cronbach. Hasil koefisien validitas pada skala *perceived organizational support* bergerak dari *Support* bergerak dari $r_{ix} = 0,333$ sampai dengan $r_{ix} = 0,912$. dan *happiness at work* dengan koefisien reliabilitas sebesar $\alpha = 0,966$ sedangkan pada skala *happiness at work* bergerak dari 0,949. Berdasarkan analisis data, diperoleh nilai koefisien korelasi sebesar $r_{xy} = 0.640$ dengan taraf signifikansi $p = 0,000$ yang berarti hipotesis diterima. Hal ini menunjukkan bahwa terdapat hubungan yang kuat dan sangat signifikan antara *perceived organizational support* dan *happiness at work* pada pegawai Dinas Perhubungan Sumatera Barat. Adapun sumbangan efektif dari variabel *Perceived Organizational Support* (POS) dengan *Happiness at Work* sebesar 41%, hal ini diartikan bahwa *Perceived Organizational Support* (POS) memberikan kontribusi terhadap *Happiness at Work*, sedangkan sisanya sebesar 59% dipengaruhi oleh faktor-faktor lain. Adapun faktor lain menurut Fisher (2010) faktor yang mempengaruhi *happiness at work*, yaitu yang pertama lingkungan organisasi diasumsikan menjadi penyebab dominan dalam menyebabkan *happiness* atau *unhappiness* bahkan stress dalam suatu organisasi.

Kata kunci: *Perceived organizational support*, *happiness at work*, pegawai, pemerintahan, korelasi

ABSTRACT

RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND HAPPINESS AT WORK IN EMPLOYEES OF THE WEST SUMATRA TRANSPORTATION SERVICE

This study aims to determine the relationship between perceived organizational support and happiness at work in employees of the West Sumatra Transportation Service. The independent variable in this study is perceived organizational support and the dependent variable is happiness at work. The measuring instrument used in this study is the scale of perceived organizational support and happiness at work. The sampling technique in this study was 66 employees of the West Sumatra Transportation Service. The validity and reliability tests in this study used the Alpha Cronbach technique. The results of the validity coefficient on the perceived organizational support scale moved from $\alpha = 0.333$ to $\alpha = 0.912$. and happiness at work with a reliability coefficient of $\alpha = 0.966$ while on the scale of happiness at work moves from $\alpha = 0.380$ to $\alpha = 0.822$ with a reliability coefficient of $\alpha = 0.949$. Based on data analysis, a correlation coefficient value of $r_{xy} = 0.640$ was obtained with a significance level of $p = 0.000$ which means the hypothesis is accepted. This shows that there is a strong and very significant relationship between perceived organizational support and happiness at work in employees of the West Sumatra Transportation Agency. The effective contribution of the Perceived Organizational Support (POS) variable to Happiness at Work is 41%, this means that Perceived Organizational Support (POS) contributes to Happiness at Work, while the remaining 59% is influenced by other factors. As for other factors according to Fisher (2010) factors that influence happiness at work, namely the first organizational environment is assumed to be the dominant cause in causing happiness or unhappiness and even stress in an organization.

Keywords: Perceived organizational support, happiness at work, employees, government, correlation