

ABSTRAK

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN PDAM KOTA PAYAKUMBUH

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *employee engagement* pada karyawan PDAM kota Payakumbuh. Variabel bebas dalam penelitian ini adalah *perceived organizational support* dan variabel terikat dalam penelitian ini adalah *employee engagement*. Alat ukur yang digunakan dalam penelitian ini adalah skala antara *perceived organizational support* dengan *employee engagement*. Teknik pengumpulan sampel dalam penelitian ini menggunakan *Teknik Sampling jenuh*. Sampel dalam penelitian ini yaitu sebanyak 95 karyawan PDAM kota Payakumbuh. Hasil koefisien validitas pada skala *perceived organizational support* dengan nilai corrected item-total correlation berkisar antara 0,467 sampai dengan 0,996 sedangkan koefisien reliabilitasnya sebesar 0,990. Hasil koefisien validitas pada skala *employee engagement* dengan nilai corrected item-total correlation berkisar antara 0,326 sampai dengan 0,578 sedangkan koefisien reliabilitasnya sebesar 0,908. Berdasarkan analisis data, nilai korelasi 0,565 dengan tingkat signifikansi 0,000 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan yang sangat signifikan antara *perceived organizational support* dengan *employee engagement* pada PDAM kota Payakumbuh. Kontribusi efektif dari *perceived organizational support* dengan *employee engagement* sebesar 32%.

Kata kunci: *perceived organizational support*, *employee engagement*, *karyawan*

ABSTRACT

THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND EMPLOYEE ENGAGEMENT IN PAYAKUMBUH CITY PDAM EMPLOYEES

This research aims to determine the relationship between perceptions of organizational support and employee engagement with PDAM Payakumbuh City employees. The independent variable in this research is perceived organizational support and the dependent variable in this research is employee engagement. The measuring tool used in this research is a scale between perceived organizational support and employee engagement. The sample collection technique in this research used a saturated sampling technique. The sample in this research was 95 Payakumbuh City PDAM employees. The results of the validity coefficient on the perception of organizational support scale with the total corrected item correlation value range from 0.467 to 0.996 while the reliability coefficient is 0.990. Validity coefficient results on the employee engagement scale, with the corrected total item correlation value ranging from 0.326 to 0.578 while the reliability coefficient is 0.908. Based on data analysis, a correlation value of 0.565 was obtained with a significance level of 0.000, which means the hypothesis was accepted. This shows that there is a very significant relationship between perceptions of organizational support and employee engagement at PDAM Payakumbuh City. The effective contribution of perceived organizational support to employee engagement is 32%

Keywords: perceived organizational support, employee engagement, employees