

## ABSTRAK

### HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN DI KOPERASI KELUARGA BESAR SEMEN PADANG (KKSP)

Penelitian ini bertujuan untuk mengetahui secara empirik apakah terdapat hubungan antara *Perceived Organizational Support* dengan *Employee Engagement* pada Karyawan di Koperasi Keluarga Besar Semen Padang (KKSP). Alat ukur yang digunakan dalam penelitian ini adalah skala *Perceived Organizational Support* dan skala *Employee Engagement* dengan menggunakan metode *simple random sampling* untuk menentukan jumlah sampel. Karyawan yang digunakan sebagai sampel penelitian adalah 147 orang. Hasil koefisien validitas pada skala *Employee Engagement* dengan nilai *Corrected Item-Total Correlation* berkisar antara 0.349 sampai dengan 0.884 sedangkan koefisien reliabilitasnya sebesar 0.957. Hasil koefisien validitas pada skala *Perceived Organizational Support* dengan nilai *Corrected Item-Total Correlation* berkisar antara 0.341 sampai dengan 0.737 sedangkan koefisien reliabilitasnya sebesar 0.916. Berdasarkan analisis data, nilai korelasi 0.594 dengan tingkat signifikansi 0.000 diperoleh, yang berarti hipotesis diterima. Hal ini menunjukkan bahwa ada hubungan yang sangat signifikan antara *Perceived Organizational Support* dengan *Employee Engagement* yang berarah positif dengan taraf sedang pada karyawan di Koperasi Keluarga Besar Semen Padang (KKSP). Kontribusi efektif dari variabel *Perceived Organizational Support* pada *Employee Engagement* adalah sebesar 35%.

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

## ABSTRACT

### THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND EMPLOYEE ENGAGEMENT AMONG EMPLOYEES IN THE LARGE FAMILY COOPERATIVES OF SEMEN PADANG (KKSP)

The purpose of this research is to empirically investigate the relationship between Perceived Organizational Support and Employee Engagement among Employees in the Large Family Cooperatives of Semen Padang (KKSP). The research instruments used in this study are the Perceived Organizational Support scale and the Employee Engagement scale, employing simple random sampling method to determine the sample size. A total of 147 employees were selected as the research sample. The validity coefficient results for the Employee Engagement scale, with Corrected Item-Total Correlation values ranging from 0.349 to 0.884, while the reliability coefficient is 0.957. The validity coefficient results for the Perceived Organizational Support scale, with Corrected Item-Total Correlation values ranging from 0.341 to 0.737, while the reliability coefficient is 0.916. Based on data analysis, a correlation value of 0.594 with a significance level of 0.000 was obtained, indicating that the hypothesis is accepted. This suggests that there is a highly significant positive relationship between Perceived Organizational Support and Employee Engagement at a moderate level among employees in the Large Family Cooperatives of Semen Padang (KKSP). The effective contribution of the Perceived Organizational Support variable to Employee Engagement is 35%.

**Keywords** : *employee engagement, perceived organizational support, employees, organization, cooperative*