

**HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT*
DENGAN *EMPLOYEE ENGAGEMENT* PADA PEGAWAI DINAS
PENDIDIKAN PROVINSI SUMATERA BARAT**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *employee engagement* pada pegawai Dinas Pendidikan Provinsi Sumatera Barat. *Perceived organizational support* merupakan persepsi pegawai mengenai sejauh mana organisasi menghargai kontribusi mereka dan peduli terhadap kesejahteraan mereka. Sementara itu, *employee engagement* mengacu pada sejauh mana pegawai terlibat secara emosional, kognitif, dan fisik dalam pekerjaan mereka. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Teknik pengambilan sampel yang digunakan adalah *simple random sampling* dengan jumlah sampel sebanyak 105 orang pegawai. Instrumen penelitian terdiri dari dua skala, yaitu skala *perceived organizational support* dan skala *employee engagement*. Uji validitas dan reliabilitas dilakukan menggunakan teknik *Alpha Cronbach*. Hasil uji validitas pada skala *perceived organizational support* menunjukkan koefisien validitas berkisar antara 0,342 hingga 0,755, dengan koefisien reliabilitas sebesar 0,916. Sedangkan skala *employee engagement* memiliki koefisien validitas antara 0,354 hingga 0,835 dengan reliabilitas sebesar 0,906, yang menunjukkan bahwa kedua skala memiliki tingkat validitas dan reliabilitas yang sangat baik. Berdasarkan hasil analisis data, diperoleh nilai koefisien korelasi sebesar $r = 0,660$ dengan signifikansi $p = 0,000$ ($p < 0,01$), yang menunjukkan bahwa terdapat hubungan yang kuat dan sangat signifikan antara *perceived organizational support* dengan *employee engagement*. Dengan demikian, hipotesis dalam penelitian ini dinyatakan diterima.

Kata kunci: *perceived organizational support*, *employee engagement*, pegawai, dinas pendidikan, hubungan korelasional.

**THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL
SUPPORT AND EMPLOYEE ENGAGEMENT OF EMPLOYEES IN THE
EDUCATION OFFICE OF SUMATERA BARAT PROVINCE**

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ABSTRACT

This study aims to determine the relationship between perceived organizational support and employee engagement among employees of the Sumatera Barat Provincial Education Office. Perceived organizational support is the employee's perception of the extent to which the organization values their contributions and cares about their well-being. Meanwhile, employee engagement refers to the extent to which employees are emotionally, cognitively, and physically involved in their work. This study uses a quantitative approach with a correlational design. The sampling technique used was simple random sampling with a sample size of 105 employees. The research instrument consists of two scales, namely the perceived organizational support scale and the employee engagement scale. Validity and reliability tests were conducted using the Cronbach's Alpha technique. The results of the validity test on the perceived organizational support scale showed a validity coefficient ranging from 0.342 to 0.755, with a reliability coefficient of 0.916. Meanwhile, the Employee Engagement scale has a validity coefficient between 0.354 to 0.835 with a reliability of 0.906, indicating that both scales have very good levels of validity and reliability. Based on the data analysis, a correlation coefficient of $r = 0.660$ with a significance level of $p = 0.000$ ($p < 0.01$) was obtained, indicating a strong and highly significant relationship between perceived organizational support and employee engagement. Therefore, the hypothesis in this study is accepted.

Keywords : perceived organizational support, employee engagement, employees, education department, correlational relationship.