

Hubungan antara perceived organizational support dan psychological capital pada karyawan PT. XYZ yang sedang melakukan perubahan organisasi = The relationship between perceived organizational support and psychological capital on PT. XYZ employees during organizational change / Paramita Noor Yanti

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Abstrak

ABSTRAK

Penelitian ini bertujuan menguji hubungan antara perceived organizational support dan psychological capital pada karyawan PT. XYZ yang sedang melakukan perubahan organisasi. Partisipan penelitian adalah 135 karyawan PT. XYZ. Perceived organizational support diukur dengan Survey of Perceived Organizational Support yang dikembangkan Eisenberger, et. al. (1986). Psychological capital diukur dengan Psychological Capital Questionnaire yang dikembangkan Luthans, Youssef, dan Avolio (2007). Hasil menunjukkan adanya hubungan positif signifikan antara perceived organizational support dengan psychological capital ($r=0,466$, $p<0,01$). Hasil mengimplikasikan bahwa akan lebih baik bila PT. XYZ lebih memperhatikan kebijakan terkait sumber daya, kondisi pekerjaan, dan memberikan pelatihan untuk pekerjaan yang terkena dampak perubahan organisasi.

ABSTRACT

This study examined the relationship between perceived organizational support and psychological capital on PT. XYZ employees during organizational change. Participants were 135 PT. XYZ employees. Perceived organizational support was measured by Survey of Perceived Organizational Support developed by Eisenberger, et. al. (1986). Psychological capital was measured by Psychological Capital Questionnaire developed by Luthans, Youssef, and Avolio (2007). Result showed a significant positive relationship between perceived organizational support and psychological capital ($r=0,466$, $p<0,01$). Result implicates that it will be better if PT. XYZ pay more attention to their resources policy, job condition, and provide training for jobs affected by organizational change.