

Meningkatkan perceived organizational support dan work engagement antar generasi x & y di LKN B melalui intervensi pelatihan 3R = Improving perceived organizational support and work engagement among gen x's and y's at LKN B by 3R training intervention

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Abstrak

Penelitian ini berfokus pada hubungan antara Perceived Organizational Support (POS) dan Work Engagement Antar Generasi X Dan Y di LKN B. Penelitian ini juga ingin membuktikan apakah POS merupakan salah satu hal yang dapat mempengaruhi Work Engagement individu (Saks, 2006; Fabian dan Chinelo 2013). Penelitian ini menggunakan tipe penelitian aplikatif dan korelasional dengan jumlah responden sebanyak 193 pegawai. Alat ukur yang digunakan adalah adaptasi dari Utrecht Work Engagement Scale (Schaufeli dan Baker, 2003) dengan nilai koefisien alpha () sebesar 0.946 dan alat ukur POS (Rhoades dan Eisenberger 2002) dengan nilai koefisien alpha () sebesar 0.927. Analisis data menggunakan statistika deskriptif, korelasi pearson product moment, regresi linear, t-test, dan anova.

Hasil penelitian diperoleh bahwa: 1) terdapat hubungan yang signifikan antara POS dengan Work Engagement pegawai Antar generasi X dan Y di LKN B; 2) secara umum responden penelitian memiliki POS yang sedang dan Work Engagement yang sedang pula; 3) dimensi POS yang memiliki nilai rata-rata paling rendah adalah dimensi job condition and reward; 4) semua dimensi POS berpengaruh terhadap Work Engagement diantaranya dimensi fairness, supervisory support, dan job condition and reward; 5) intervensi dilakukan pada dimensi job condition and reward yakni dengan memberikan pelatihan 3R (Respect, Recognition and Reward), mengenai bagaimana membangun job condition and reward organisasi diantara Gen X dan Y; 6) Hasil evaluasi intervensi menunjukkan bahwa intervensi efektif dan aplikatif untuk diterapkan dalam organisasi. Terlihat dari hasil evaluasi level pengetahuan dengan rata-rata nilai pretest 8,3 dan posttest 13,2 dengan signifikansi 0,007, sehingga terlihat terdapat peningkatan skor dengan perbedaan skor yang signifikan; 7) Hasil evaluasi level reaksi, dengan skor rata-rata lebih dari 4 dengan skala 1 ? 5 yang ditinjau dari aspek ruangan dan suasana, alat bantu, materi dan program, fasilitator dan peserta pelatihan.

This study focused on the relationship between Perceived Organizational Support (POS) and Work Engagement among Gen X's and Gen Y's at LKN B. This study was held to approve that POS give influence to Work Engagement (Saks, 2006, Fabian dan Chinelo 2013). This study used a type of applied research and correlation research with the number of respondents is 193 respondents. Measurement instruments used in this research are the adaptation of Utrecht Work Engagement Scale (Schaufeli dan Baker, 2003) with coefficient alpha () of 0.946 and Work Engagement questionnaire (Schaufeli dan Baker, 2003) with coefficient alpha () of 0.927. Descriptive statistics, Pearson product moment correlation formula, linear regression, t-test, and ANOVA will be used to analyze the information gathered.

Result of this research, it was concluded that: 1) there is a significant relationship POS with Work Engagement among Gen X's And Gen Y's at LKN B; 2) majority of respondents have a moderate level of POS and Work Engagement; 3) job condition and reward is the dimensions of POS which has the lowest mean score; 4) all dimensions of POS that give influence to Work Engagement such as fairness, job

condition and reward and supervisory support; 5) intervention held to improving, job condition and reward dimension is with giving the training 3R (Respect, Recognition and Reward) to building job condition and reward in organization among Gen X's And Gen Y's; 6) the intervention is acknowledged as quite effective and applicable for implementation in the organization; 6) Evaluation of intervention showed that intervention was effective and applicable to implement in LKN, which is score of knowledge level of evaluation has mean of score in pretest 8,3 and posttest 13,2 with significance 0,007, it showed increasing the score and significance of the score difference; 7) Score of reaction level evaluation, with mean of score more than 4 for range scale 1-5, that reviewed from layout and condition aspect, tools, lesson and program, facilitator and participant of training.</i>