

Pengaruh perceived organizational support (POS) terhadap employee engagement pada karyawan tetap non operasional kantor pusat PT. Jasa Marga (persero) tbk. = The impact of perceived organizational support (POS) on employee engagement at permanent employees non operational head office of PT. Jasa Marga (persero) tbk.

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh dari Perceived Organizational Support POS terhadap Employee Engagement. Pada penelitian ini, variabel Perceived Organizational Support diukur dengan menggunakan konsep dari Eisenberger dkk 1986 yang terdiri dari 36 indikator dan tiga dimensi, yaitu dimensi Fair Organizational Procedures, Supervisor Support, dan dimensi Favorable Rewards Job Conditions. Sedangkan untuk variabel Employee Engagement digunakan konsep dari Gallup Consultant 2006 yang diukur dengan 12 indikator atau dikenal dengan Q-Twelve Q-12. Pada konsep tersebut terdapat empat dimensi, yaitu What do I Get, What do I Give, Do I Belong, dan How Can We Grow.

Penelitian ini merupakan penelitian kuantitatif, yang mana sumber data merupakan hasil dari penyebaran kuesioner kepada karyawan tetap non operasional di kantor pusat PT. Jasa Marga Persero tbk, dengan metode non probability sampling. Penelitian ini menggunakan analisis regresi sederhana dan koefisien determinasi untuk menguji pengaruh antar variabel. Hasil dari penelitian ini menunjukkan bahwa 15,9 employee engagement dipengaruhi oleh Perceived Organizational Support.

*This research aiming to analyzing the effect of Perceived Organizational Support POS to Employee Engagement. The Perceived Organizational Support variable in this research measured by using the concept from Eisenberger Et al 1986 that has 36 indicators and three dimensions, which are Fair Organizational Procedures, Supervisor Support, and Favorable Rewards Job Conditions. Meanwhile, the concept by Gallup Consultant 2006 that is measured by 12 indicators that is also known as Q Twelve Q 12 is used for the variable of Employee engagement. This concept has four dimensions, which are What Do I Get, What Do I Give, Do I belong, and How Can We Grow.*

*This research is quantitative research which the data are from the result of the questionnaire that is spreaded among the non operational permanent employees on the head office of PT. Jasa Marga persero using non probability sampling method. This research using a simple regression analysis and coefficient of determination to examine the influence between the variables. The result of this research showed that 15,9 of employee engagement are influenced by the Perceived Organizational Support.*