

ABSTRAK

Mahar Bagus Utomo, 110710153, Hubungan Antara *Perceived Organizational Support* dengan Keterikatan Karyawan di PT. Bhirawa Steel, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2012.

xx+169 halaman, 6 lampiran

Penelitian ini bertujuan untuk menguji hubungan antara perceived organizational support dengan keterikatan karyawan di PT. Bhirawa Steel. Penelitian ini dilakukan untuk menemukan gambaran mengenai bagaimana kondisi keterikatan karyawan sehingga dapat digunakan untuk mengatasi permasalahan pengelolaan keterikatan karyawan. Perceived organizational support adalah kepercayaan umum dari karyawan terhadap sejauh mana organisasi menghargai kontribusi karyawan dan mempedulikan kesejahteraan karyawan. Sedangkan keterikatan karyawan adalah pemanfaatan serta pelibatan diri anggota organisasi (karyawan) pada peran-peran pekerjaannya dengan cara bekerja dan mengkalibrasikan diri secara fisik, kognitif, maupun emosional.

Penelitian ini dilakukan pada karyawan PT. Bhirawa Steel dengan jumlah sampel sebanyak 72 orang responden. Alat pengumpul data yang digunakan dalam penelitian ini berupa skala Perceived Organizational Support (SPOS) yang diterjemahkan dari skala yang disusun oleh Robert Eisenberger, Robin Huntington, Steven Hutchison, dan Debora Sowa. Skala Perceived Organizational Support (SPOS) terdiri dari 36 aitem. Skala Perceived Organizational Support (SPOS) memiliki nilai reliabilitas sebesar 0,951. Sedangkan kuesioner keterikatan karyawan diterjemahkan dari skala yang disusun oleh Douglas R. May, Richard L. Gilson, dan Lynn M. Harter. Skala keterikatan karyawan ini terdiri dari 13 aitem dengan nilai reliabilitas sebesar 0,637. Validitas dalam penelitian ini menggunakan validitas isi. Metode analisis data yang digunakan adalah teknik statistik uji korelasi Spearman Rank's dengan bantuan SPSS 16 for Windows.

Berdasarkan hasil analisis data penelitian diperoleh nilai korelasi antara perceived organizational support dengan keterikatan karyawan sebesar 0,803 dengan p sebesar 0,00; sehingga dapat disimpulkan bahwa terdapat korelasi yang signifikan antara perceived organizational support dengan keterikatan karyawan di PT. Bhirawa Steel. Penelitian ini membuktikan bahwa semakin tinggi tingkat perceived organizational support maka tingkat keterikatan karyawan juga akan semakin tinggi.

Kata Kunci: *perceived organizational support, keterikatan karyawan*

Daftar Pustaka, 70 (1986-2011)

ABSTRACT

Mahar Bagus Utomo, 110710153, Correlation between Perceived Organizational Support and Employees Engagement in PT. Bhirawa Steel. *Undergraduate Thesis*, Faculty of Psychology, Airlangga University Surabaya, 2012.

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This study aims to test the correlation between perceived organizational support and employee engagement in PT. Bhirawa Steel. This research conducted to find the description about how is employees engagement condition that can be used to overcome employee engagement problem. Perceived organizational support is general belief that one's organization values their contribution and cares about their well being. While employee engagement is the harnessing of organizational members' selves to their work roles that can be seen by how they work and express themselves physically, cognitively, and emotionally during role performance

This research conducted to employee of PT. Bhirawa Steel with the total number of sample is 72 respondents. Research instrument in this research is Perceived Organizational Support Scale (SPOS) that translated from the scale which constructed by Robert Eisenberger, Robin Huntington, Steven Hutchison, and Debora Sowa. Perceived Organizational Support Scale (SPOS) consists of 36 items. The reliability of Perceived Organizational Support Scale (SPOS) is 0,951 The questionnaire about employee engagement translated from the scale that was constructed by Douglas R. May, Richard L. Gilson, and Lynn M. Harter. This Employee engagement scale consists of 13 items with reliability score is 0,637. Validity in this research is using content validity. Data analysis method that was used is Correlation test Spearman Rank's with the help of SPSS 16 for Windows.

Based on the result of research data analysis, the correlation index between perceived organizational support and employee engagement is 0,803 with p 0,00. So it can be concluded that there is a significant correlation between perceived organizational support and employee engagement in PT. Bhirawa Steel. This research proved that the higher perceived organizational support level will also increased employee engagement level.

Keywords: *perceived organizational support, employees engagement*

References, 70 (1986-2011)