

ABSTRAK

Athoullah Mondir, 111011218, Hubungan Antara *Perceived Organizational Support* Dengan *Employee Engagement*, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2016.

xviii + 82 halaman, 39 lampiran.

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara perceived organizational support dengan employee engagement pada perawat di RSUD Syamrabu Bangkalan. Perceived organizational support ini merupakan tingkat kepercayaan karyawan terhadap organisasi terkait sejauhmana organisasi menghargai kontribusi mereka dan memperhatikan kesejahteraan mereka (Eisenberger, dkk, 1986). Employee engagement merupakan suatu keadaan positif, terpenuhi, terkait dengan keadaan individu pada saat bekerja yang dikarakteristikan dengan vigor, didekasi, dan absorsi (Schaufeli, dkk, 2002).

Penelitian ini dilakukan pada perawat RSUD Syamrabu Bangkalan dengan jumlah subjek 151 orang yang terdiri dari 42 perawat laki-laki dan 109 perawat perempuan. Alat pengumpul data berupa kuisisioner POS yang berjumlah 8 item yang disusun oleh (Eisenberger, dkk, 1986) dan employee engagement yang berjumlah 17 item yang disusun oleh (Schaufeli, dkk, 2002). analisis data dilakukan dengan menggunakan teknik statistik korelasi Spearman rho's dengan bantuan program IBM SPSS versi 20.0 for windows.

Berdasarkan hasil analisis data penelitian tentang hubungan perceived organizational support dengan employee engagement diperoleh nilai korelasi dengan taraf signifikansi 0,044 dan nilai koefisien korelasi sebesar 0,164. Dengan demikian dapat disimpulkan bahwa terdapat hubungan positif antara perceived organizational support dengan employee engagement pada perawat di RSUD Syamrabu Bangkalan, dimana ketika tingkat perceived organizational support meningkat maka tingkat employee engagement akan meningkat pula.

Kata kunci: *perceived organizational support, employee engagement, perawat*
Daftar Pustaka, 53 (1981-2016)

ABSTRACT

Athoullah Mondir, 111011218, *Relationship of Perceived Organizational Support and Employee Engagement in Nurse at RSUD Syamrabu Bangkalan, An Undergraduated Thesis*, Faculty of Psychology Airlangga University, Surabaya, 2016.

xviii + 82 pages, 39 appendixes.

This study aims to determine whether there is a relationship between perceived organizational support and employee engagement in nurses at RSUD Syamrabu Bangkalan. Perceived organizational support is a employees develop global beliefs concerning the extent to which the organization values their contribution and cares about their well-being (Eisenberger, et al, 1986). Employee engagement is defined as a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption (Schaufeli, et al, 2002).

This study was conducted in nurse at RSUD Syamrabu Bangkalan by the number of subjects 151 people consisting of 42 male nurses and 109 female nurses. Data collection tool like questionnaire POS totaling 8 items prepared by Eisenberger, et al (1986) and employee engagement are 17 items prepared by Schaufeli, et al (2002). Data analysis was performed through the statistical technique of Spearman rho correlation's, by using IBM statistical program version 20.0 for Windows.

Based on the analysis of research data on the relationship of perceived organizational support and employee engagement, correlation values is 0.044 and correlation coefficient is 0.164. It can be concluded that there is a positive relationship between perceived organizational support and employee engagement in nurses at RSUD Syamrabu Bangkalan, it mean when the perceived organizational support up and level employee engagement will increased as well.

Keywords: *Perceived Organizational Support (POS), employee engagement, nurse*

References, 53 (1981-2016)