

# HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *WORK ENGAGEMENT* PADA PEGAWAI RUMAH SAKIT PANTI WALUYO YAKKUM PURWOREJO

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## ABSTRAK

Penelitian ini merupakan jenis penelitian kuantitatif yang bertujuan untuk menguji hubungan antara *perceived organizational support* dengan *work engagement* pada karyawan Rumah Sakit Panti Waluyo Yakkum Purworejo. *Work Engagement* adalah sikap karyawan dalam menunjukkan keterlibatannya ketika bekerja dengan menggunakan energi, pikiran, dan tenaga secara positif, memiliki semangat, berdedikasi, dan fokus secara penuh dalam melaksanakan tugas pekerjaan. Salah satu faktor yang dapat mempengaruhi *work engagement* adalah *perceived organizational support* yaitu persepsi atau penilaian karyawan tentang sejauhmana organisasi menunjukkan dukungan positif, peduli, serta menghargai peran atau kontribusi karyawan dalam organisasi. Penelitian ini dilakukan pada karyawan tetap Rumah Sakit Panti Waluyo Yakkum Purworejo yang bekerja di bidang non-medis dengan sampel penelitian sebanyak 49 orang. Instrumen pengambilan data menggunakan skala *work engagement* (39 aitem,  $\alpha = 0,934$ ) yang disusun berdasarkan aspek-aspek dari Schaufeli & Bakker (2004) dan skala *perceived organizational support* (39 aitem,  $\alpha = 0,912$ ) yang disusun berdasarkan aspek-aspek yang dikemukakan oleh Rhoades & Eisenberger (2002). Analisis data dilakukan dengan teknik non-parametrik *Spearman's Rho* dan mendapatkan hasil yang menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *perceived organizational support* dengan *work engagement* ( $r_s = 0,619$ ;  $p = 0,000$ ). Semakin positif tingkat *perceived organizational support* pada karyawan, maka semakin tinggi *work engagement* dan semakin negatif tingkat *perceived organizational support* pada karyawan, maka semakin rendah *work engagement*.

**Kata Kunci:** *work engagement*; *perceived organizational support*; karyawan non-medis; Rumah Sakit Panti Waluyo Yakkum Purworejo

# **THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK ENGAGEMENT AMONG EMPLOYEES AT PANTI WALIYO YAKKUM PURWOREJO HOSPITAL**

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## **ABSTRACT**

This research is a type of quantitative research that aims to examine the relationship between perceived organizational support and work engagement among employees of Panti Waluyo Yakkum Purworejo Hospital. Work engagement refers to the involvement of employees when they are working on their tasks by using their power, energy, and mind in a positive manner, showing their passion, having dedication, and getting fully focused on their work. One of the factors that can affect work engagement is perceived organizational support, which is the employee's perception and belief that the organization provides positive support, cares about their well-being, and values their contribution. This research was conducted on permanent employees of Panti Waluyo Yakkum Purworejo Hospital who work in the non-medical field, with a research sample of 49 people. The instrument that is being used to collect data is a work engagement scale (39 items,  $\alpha = 0,934$ ) that was made based on work engagement aspects by Schaufeli and Bakker (2004) and a perceived organizational support scale (39 items,  $\alpha = 0,912$ ) that was made based on the aspects of perceived organizational support by Rhoades & Eisenberger (2002). The data was analyzed using Spearman's Rho non-parametric technique, and the results show that there is a positive and significant relationship between perceived organizational support and work engagement.

**Keywords:** work engagement; perceived organizational support; non-medical employees; Panti Waluyo Yakkum Purworejo Hospital