

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *FLOURISHING* PADA KARYAWAN PT BUKIT ASAM TBK TANJUNG ENIM SUMATERA SELATAN

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ABSTRAK

Industri pertambangan merupakan sektor dengan lingkungan kerja paling berbahaya yang menuntut karyawan memiliki ketahanan fisik dan psikologis tinggi. Kondisi tersebut menjadikan kesejahteraan psikologis karyawan sebagai prioritas strategis bagi keberlangsungan organisasi. Penelitian ini bertujuan untuk mengetahui hubungan antara *Perceived Organizational Support* (POS) dengan *flourishing* pada karyawan PT Bukit Asam Tbk (PTBA) Tanjung Enim, Sumatera Selatan. Penelitian ini menggunakan metode kuantitatif dengan teknik *convenience sampling* dalam pengambilan data. Subjek penelitian berjumlah 194 karyawan tetap (95,4 karyawan laki-laki; 4,6% karyawan perempuan) satuan kerja perawatan PT Bukit Asam Tbk Tanjung Enim dengan masa kerja minimal satu tahun dan level jabatan non-manajerial. Pengumpulan data penelitian menggunakan Skala *Perceived Organizational Support* yang dikonstruksi berdasarkan aspek Rhoades & Eisenberger (2002) (33 aitem; $\alpha = 0,914$) dan Skala *The PERMA-Profilier* yang diadaptasi oleh Elfida dkk. (2021) (22 aitem; $\alpha = 0,937$). Uji hipotesis menggunakan analisis regresi linear sederhana menunjukkan koefisien korelasi sebesar 0,548 dengan nilai signifikansi $p < 0,001$ ($p < 0,05$). *Perceived Organizational Support* memiliki sumbangan efektif sebesar 30% terhadap *flourishing*. Hasil penelitian ini menunjukkan adanya hubungan positif yang signifikan antara *Perceived Organizational Support* dengan *flourishing*. Artinya, semakin tinggi *Perceived Organizational Support* yang dirasakan karyawan, maka semakin tinggi pula *flourishing* pada karyawan PT Bukit Asam Tbk Tanjung Enim, Sumatera Selatan.

Kata kunci: *perceived organizational support (POS)*; *flourishing*; karyawan pertambangan

***THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND
EMPLOYEE FLOURISHING AT PT BUKIT ASAM TBK IN TANJUNG ENIM, SOUTH
SUMATRA***

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ABSTRACT

The mining industry is a sector with the most hazardous work environment, requiring employees to possess high levels of physical and psychological resilience. These conditions make employees' psychological well-being a strategic priority for the organization's sustainability. This study aims to examine the relationship between Perceived Organizational Support (POS) and flourishing among employees of PT Bukit Asam Tbk (PTBA) in Tanjung Enim, South Sumatra. This study employs a quantitative method using convenience sampling for data collection. The study sample consists of 194 permanent employees (95.4% male employees; 4.5% female employees) from the maintenance unit of PT Bukit Asam Tbk in Tanjung Enim, with a minimum of one year of service and non-managerial job levels. Data collection utilized the Perceived Organizational Support Scale, constructed based on the framework by Rhoades & Eisenberger (2002) (33 items; $\alpha = 0.914$), and the PERMA-Profiler Scale adapted by Elfida et al. (2021) (22 items; $\alpha = 0.937$). Hypothesis testing using simple linear regression analysis revealed a correlation coefficient of 0.548 with a significance level of $p < 0.001$ ($p < 0.05$). Perceived Organizational Support contributes 30% to flourishing. The results of this study indicate a significant positive relationship between Perceived Organizational Support and flourishing. This means that the higher the Perceived Organizational Support felt by employees, the higher the level of flourishing among employees at PT Bukit Asam Tbk in Tanjung Enim, South Sumatra.

Keywords: perceived organizational support (POS); flourishing; mining employees