

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *TECHNOSTRESS* PADA KARYAWAN DI PT RIDHO AGUNG MITRA ABADI

Divia Aryastri Shanraissa¹, Endah Kumala Dewi¹

¹Fakultas Psikologi, Universitas Diponegoro
Jl. Prof. Mr. Sunario, Tembalang, Semarang, Indonesia 50275

diviaaryastri@gmail.com

Abstrak

Perkembangan teknologi yang terjadi membuat sektor industri mengalami banyak perubahan, diantaranya adalah terkomputerisasinya segala bentuk pekerjaan pada karyawan. Proses perubahan ini membuat karyawan cenderung mengalami technostress sehingga diperlukan adanya dukungan dari perusahaan untuk dapat beradaptasi. Penelitian ini bertujuan untuk menguji hubungan antara perceived organizational support dengan technostress pada karyawan di PT Ridho Agung Mitra Abadi. Populasi dalam penelitian ini berjumlah 112 dengan kriteria karyawan yang menggunakan komputer dan sampel penelitian yang terpilih melalui simple random sampling berjumlah 90 karyawan. Alat ukur dalam penelitian ini adalah skala perceived organizational support (45 aitem, $\alpha = 0,946$) dan skala technostress (53 aitem, $\alpha = 0,943$). Pengolahan data dengan uji parametrik melalui aplikasi SPSS menunjukkan hasil $r_{xy} = -0,720$, $p = 0,000$. Yang artinya terdapat hubungan negatif yang signifikan antara perceived organizational support dengan technostress. Disamping itu, dalam penelitian ini pula didapatkan nilai sumbangan efektif sebesar 51,8% dari variabel perceived organizational support terhadap technostress. Semakin tinggi dukungan perusahaan yang diterima maka semakin rendah pula technostress yang dirasakan oleh karyawan di PT Ridho Agung Mitra Abadi.

Kata kunci: *perceived organizational support*; *technostress*; karyawan

THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND TECHNOSTRESS IN EMPLOYEES AT PT RIDHO AGUNG MITRA ABADI

Divia Aryastri Shanraissa¹, Endah Kumala Dewi¹

¹Fakultas Psikologi, Universitas Diponegoro
Jl. Prof. Mr. Sunario, Tembalang, Semarang, Indonesia 50275

diviaaryastri@gmail.com

Abstract

The technological developments that occur make the industrial sector experience many changes, including the computerization of all forms of work on employees. This change process makes employees tend to experience technostress so that support from the company is needed to adapt. This study aims to examine the relationship between perceived organizational support and technostress in employees at PT Ridho Agung Mitra Abadi. The population in this study amounted to 112 with the criteria of employees who use computers and the research sample selected through simple random sampling amounted to 90 employees. The measuring instruments in this study are perceived organizational support scale (45 items, $\alpha = 0.946$) and technostress scale (53 items, $\alpha = 0.943$). Data processing with parametric tests through the SPSS application shows the results of $r_{xy} = -0.720$, $p = 0.000$. Which means there is a significant negative relationship between perceived organizational support and technostress. In addition, this study also obtained an effective contribution value of 51.8% of the perceived organizational support variable to technostress. The higher the company support received, the lower the technostress felt by employees at PT Ridho Agung Mitra Abadi.

Kata kunci: perceived organizational support; technostress; employe

