

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *job involvement* pada karyawan generasi Y di perusahaan. Subjek penelitian ini berjumlah 102 karyawan generasi Y kelahiran 1990-2000 dan lama bekerja minimal 1 tahun di perusahaan. Metode pengumpulan data dalam penelitian ini menggunakan Skala *Perceived Organizational Support* dan Skala *Job Involvement*, metode analisis dalam penelitian ini menggunakan metode analisis korelasi *product moment*. Hasil analisis data diperoleh hasil korelasi (r_{xy}) sebesar 0.549 dengan taraf $p = 0.000$ ($p < 0.01$) yang berarti bahwa terdapat hubungan yang positif antara *perceived organizational support* dengan *job involvement*. Semakin positif *perceived organizational support* akan cenderung diikuti oleh semakin tingginya *job involvement*. Sumbangan efektif *perceived organizational support* terhadap *job involvement* sebesar 67% yang ditunjukkan dari nilai koefisien determinan (R^2) sebesar 0.301 dan 33% dipengaruhi oleh faktor-faktor lain yaitu faktor jenis pekerjaan, gaji, rasa aman.

Kata Kunci: *perceived organizational support, job involvement*

ABSTRACT

This study aims to determine the relationship between perceived organizational support and job involvement in Y generation employees in the company. The subjects of this study were 102 generation Y employees born in 1990-2000 and a minimum of 1 year work time in the company. The data collection method in this study uses the Perceived Organizational Support Scale and the Job Involvement Scale, the method of analysis in this study uses the product moment correlation analysis method. The results of data analysis obtained correlation results (r_{xy}) of 0.549 with a level of $p = 0.000$ ($p < 0.01$) which means that there is a positive relationship between perceived organizational support and job involvement. The higher perceived organizational support, the higher the job involvement. The effective contribution of perceived organizational support to job involvement is 67%, which is shown from the determinant coefficient (R^2) value of 0.301 and 33% is influenced by other factors, namely the type of work, salary, and security.

Keywords: *perceived organizational support, job involvement*