

ABSTRAK

Berbagai permasalahan yang ditemukan di tempat kerja sangat berkaitan dan berpengaruh bagi karyawan. Permasalahan yang sering ditemukan yaitu mengenai pemberian penghargaan kerja, komunikasi, fasilitas, dan pemberian upah yang didapatkan dari perusahaan. Permasalahan tersebut merupakan hal yang sangat berkaitan mengenai kesejahteraan karyawan di tempat kerja atau dikenal dengan *workplace well-being*. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* terhadap *workplace well-being* pada karyawan di Pati. Hipotesis dalam penelitian ini adalah ada hubungan positif antara *perceived organizational support* dengan *workplace well-being* pada karyawan di Pati. Jumlah subjek penelitian ini terdiri dari 49 karyawan di Pati yang telah bekerja minimal satu tahun. Teknik pengambilan sampel yang digunakan adalah metode *purposive sampling* dengan menggunakan skala *perceived organizational support* dan *workplace well-being*. Teknis analisis data menggunakan analisis korelasi *product moment*. Berdasarkan hasil analisis diperoleh koefisien korelasi (R) sebesar 0,364 ($p < 0,010$) Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* dengan *workplace well-being* pada karyawan di Pati. Dengan sumbangan efektif *perceived organizational support* terhadap *workplace well-being* sebesar 13.3% dan sisanya 86.7% merupakan faktor lain yang tidak diteliti oleh peneliti.

Kata Kunci: *Perceived organizational support, workplace well-being, karyawan*

ABSTRACT

Various problems found in the workplace are very related and influential for employees. Problems that are often found are about the awarding of work awards, communication, facilities, and the provision of wages obtained from the company. This problem is a very related matter about the welfare of employees in the workplace or known as workplace well-being. This study aims to find out the relationship between perceived organizational support to workplace well-being in employees in Pati. The hypothesis in this study is that there is a positive relationship between perceived organizational support and workplace well-being in employees in Pati. The number of subjects of this study consisted of 49 employees in Pati who had worked for at least one year. The sampling technique used is a purposive sampling method using the perceived organizational support and workplace well-beings scales. Technical data analysis uses product moment analysis. Based on the results of the analysis obtained a correlation coefficient (R) of 0.364 ($p < 0.010$) The results showed that there was a significant positive relationship between perceived organizational support and workplace well-being in employees in Pati. With an effective contribution of perceived organizational support to workplace well-being of 13.3% and the remaining 86.7% was another factor not studied by researchers.

Keywords : *Perceived organizational support, workplace well-being, employee*