

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan *antara perceived organizational support* dengan *employee engagement* pada karyawan PT Tirtainvestama (Danone Aqua). Pada penelitian ini pemilihan sampel menggunakan *purposive sampling* dengan kriteria yaitu, karyawan PT. Tirtra Investama – Jakarta (Pulo Gadung) dan telah bekerja minimal 3 bulan, sehingga diperoleh sebanyak 150 sampel pada penelitian ini. Hasil dari deskripsi data diperoleh bahwa tanggapan terhadap *employee engagement* menunjukkan sebanyak 77 atau 51,3 karyawan memiliki *engagement* yang tinggi, 70 sedang atau 46,7%, dan 3 atau 2% memiliki *engagement* yang rendah. Sedangkan pada *perceived organizational support* diperoleh 24 karyawan atau 16% memiliki *perceived organizational support* tinggi, 144 karyawan atau 76% memiliki *perceived organizational support* sedang dan 12 orang atau 8% memiliki *perceived organizational support* yang rendah. Hasil dari analisis korelasi product moment diperoleh bahwa nilai korelasi ( $r_{xy}$ ) = 0,251 dan p sebesar 0,002 atau lebih kecil dari 0,05. Hal ini menunjukkan bahwa terdapat hubungan positif antara *perceived organizational support* dengan *Employee engagement*. Artinya, bahwa semakin positif persepsi karyawan mengenai sejauh mana organisasi menilai kontribusi karyawan dan peduli atas kesejahteraannya, maka semakin tinggi pula *engagement* yang dimilikinya. Sebaliknya, semakin negatif persepsi karyawan mengenai sejauh mana organisasi menilai kontribusi karyawan dan peduli atas kesejahteraannya, maka semakin rendah pula *engagement* yang dimilikinya.

Kata Kunci: *Perceived Organizational Support, Employee Engagement*

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his study aims to determine the relationship between perceived organizational support and employee engagement at PT Tirtainvestama (Danone Aqua) employees. In this study, the sample selection used purposive sampling with the criteria, namely, employees of PT. Tirtra Investama – Jakarta (Pulo Gadung) and has worked for at least 3 months, so that 150 samples were obtained in this study. From the data description, it is found that the results of the responses to employee engagement show that as many as 77 or 51.3 employees have high engagement, 70 or 46.7%, and 3 or 2% have low engagement. While the perceived organizational support obtained by 24 employees or 16% have high perceived organizational support, 144 employees or 76% have moderate perceived organizational support and 12 people or 8% have low perceived organizational support. The results of the product moment correlation analysis show that the correlation value ( $r_{xy}$ ) = 0.251 and  $p$  is 0.002 or less than 0.05. This shows that there is a positive relationship between perceived organizational support and employee engagement. This means that increasing positive perceptions about the extent to which the organization values employee contributions and concerns for their welfare, the higher their engagement. Conversely, increasing the negative perception of the extent to which the organization values employee contributions and cares about their welfare, the lower the engagement applied

Keywords : *Perceived Organizational Support, Employee Engagement*