

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Perceived Organizational Support* dengan *Employee Engagement* pada karyawan *Fresh Graduate* Di Kota Yogyakarta. Hipotesis penelitian adalah terdapat hubungan positif antara *Perceived Organizational Support* dengan *Employee Engagement* pada karyawan *Fresh Graduate* Di Kota Yogyakarta. Subjek dalam penelitian ini berjumlah 72 orang responden yang merupakan karyawan *Fresh Graduate* Di Kota Yogyakarta yang berusia antara 22 – 24 tahun. Teknik pengambilan sampel yang digunakan adalah metode *purposive sampling* dengan menggunakan Skala Likert yaitu skala *Perceived Organizational Support* dan skala *Employee engagement*. Data yang telah diperoleh dianalisis menggunakan uji korelasi *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,636 dengan  $p = 0,000$  ( $p < 0,050$ ). Hasil penelitian menunjukkan bahwa terdapat hubungan positif antara *Perceived Organizational Support* dengan *Employee Engagement*. Diterimanya hipotesis penelitian menunjukkan bahwa koefisien determinasi ( $R^2$ ) sebesar 0,404 pada variabel *Perceived Organizational Support* menunjukkan kontribusi 40,4 % terhadap *Employee engagement*.

**Kata kunci :** *Employee Engagement, Fresh Graduate, Perceived Organizational Support*

## ABSTRACT

*This study aims to determine the relationship between Perceived Organizational Support and Employee Engagement on Fresh Graduate employees in the City of Yogyakarta. The research hypothesis is that there is a positive relationship between Perceived Organizational Support and Employee Engagement on Fresh Graduate employees in the City of Yogyakarta. Subjects in the study found 72 respondents who are Fresh Graduate employees in the city of Yogyakarta aged between 22-24 years. The sampling technique used is the purposive sampling method using a Likert scale and Rating scale namely the Perceived Organizational Support scale and Employee engagement scale. The data obtained were analyzed using the product-moment correlation test. Results Based on the analysis data obtained a correlation coefficient (R) of 0.636 with  $p = 0.000$  ( $p < 0.050$ ). The results showed that there was a positive relationship between perceived organizational support and employee engagement. The acceptance of the research hypothesis shows that the coefficient of determination ( $R^2$ ) of 0.404 on the Perceived Organizational Support variable shows a 40.4% contribution to Employee Engagement*

**Keywords :** *Employee Engagement, Fresh Graduate, Perceived Organizational Support*