

## ABSTRAK

Sumber daya manusia adalah aset penting bagi perusahaan dalam pencapaian tujuan organisasi. sumber daya manusia yang berkualitas dan memiliki kemampuan serta performansi kerja yang bagus maka ada dukungan kinerja suatu organisasi dalam menghadapi persaingan dengan organisasi kerja lain, yang perlu diperhatikan oleh organisasi atau perusahaan yaitu tingkat kesejahteraan karyawan dilihat dari dukungan organisasi dengan pengaruh kepuasan kerja karyawan maka karyawan yang bekerja merasakan dukungan organisasi mendukung kinerja karyawan baik secara pekerjaan itu sendiri, gaji, promosi, pengawasan (supervisi), rekan kerja dan kondisi kerja yang dimana suatu kepuasan kerja akan mempengaruhi semangat kerja, tingkat absensi, perputaran tenaga kerja serta keluhan-keluhan pekerja. Penelitian ini bertujuan untuk mengetahui hubungan antara *Perceived Organizational Support* dengan Kepuasan Kerja pada karyawan gereja x di Yogyakarta. Subjek penelitian ini berjumlah 60 karyawan yang memiliki karakteristik minimal masa kerja 1. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan skala Kepuasan Kerja yang meminta izin mengambil skala kepuasan kerja dengan teori Luthans 2006 dan Skala *Perceived Organizational Support* yang diadaptasi dari skala asli milik Eisenberger dari University Of Delaware. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Pearson. Berdasarkan hasil analisis data yang diperoleh koefisien korelasi ( $r_{xy}$ ) sebesar = 0,767 dengan  $p < 0,01$  ( $p < 0,050$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan yang negatif yang signifikan antara *Perceived Organizational Support* dengan Kepuasan Kerja.

**Kata Kunci:** Gereja, Karyawan, *Perceived Organizational Support*, Kepuasan Kerja.

## ABSTRACT

Human resources are an important asset for a company in achieving organizational goals. If human resources are qualified and have the ability and good work performance, then there will be support for an organization's performance in facing competition with other work organizations. What needs to be paid attention to by the organization or company is the level of employee welfare seen from organizational support with the influence of employee job satisfaction, so employees who work feels that organizational support supports employee performance both in terms of work itself, salary, promotion, supervision, co-workers and working conditions, where job satisfaction will influence work morale, absenteeism levels, workforce turnover and employee complaints. This research aims to determine the relationship between *Perceived Organizational Support* with Job Satisfaction among church x employees in Yogyakarta. The subjects of this research were 60 employees who had the characteristics of a minimum period of service. 1. How to take subjects using the method purposive *sampling*. Data collection for this research used the Job Satisfaction scale which asked permission to take the job satisfaction scale using Luthans 2006 theory and the Job Satisfaction Scale. *Perceived Organizational Support* which was adapted from Eisenberger's original scale from the University of Delaware. The data analysis technique used is correlation product *moment* from Pearson. Based on the results of data analysis, the correlation coefficient ( $r_{xy}$ ) of = 0.767 with  $p < 0.01$  ( $p < 0.050$ ). These results indicate that there is a significant negative relationship between *Perceived Organizational Support* and Job Satisfaction.

**Keywords:** Church, Employees, Perceived Organizational Support, Job Satisfaction.