ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui hubungan antara *perceived organizational support* (POS) dengan kinerja karyawan pada PT XYZ . Hipotesis dalam penelitian ini ada hubungan positif antara *perceived organizational support* (POS) dengan kinerja karyawan pada PT. XYZ. Semakin tinggi persepsi karyawan terhadap dukungan organisasinya, maka akan semakin tinggi kinerja yang dilakukan karyawan. Sebaliknya, semakin rendah persepsi karyawan terhadap dukungan organisasi, maka akan semakin rendah kinerja yang dilakukan karyawan. Subjek penelitian dalam penelitian ini adalah karyawan pada PT. XYZ dengan masa kerja diatas enam bulan yang berjumlah 40 orang. Pengumpulan data dilakukan dengan Skala *perceived organizational support* (POS) dan Skala kinerja karyawan. Metode analisis data yang digunakan untuk menguji hipotesis penelitian ini adalah teknik korelasi (*pearson correlation*) yang dikembangan oleh Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (rxy) = 0,335 dengan p = 0,035 (p < 0,050) yang menunjukkan bahwa hipotesis yang diajukan dalam penelitian ini diterima, yaitu ada korelasi positif antara *perceived organizational support* (POS) dengan kinerja karyawan pada PT. XYZ. Koefisien determinasi (R2) sebesar 0,112 sehingga dapat dikatakan bahwa kontribusi *perceived organizational support* (POS) sebesar 11,2% terhadap burnout dan sisanya sebesar 88,8% dipengaruhi oleh faktor-faktor lain.

Kata kunci: Kinerja Karyawan, *Perceived organizational support* (POS), Skripsi.

ABSTRACT

The purpose of this research is to determine the relationship between perceived organizational support (POS) and employee performance at PT XYZ. The hypothesis in this research is that there is a positive relationship between perceived organizational support (POS) and employee performance at PT. XYZ. The higher the employee's perception of organizational support, the higher the employee's performance will be. Conversely, the lower the employee's perception of organizational support, the lower the employee's performance will be. The research subjects in this study were employees at PT. XYZ with a work period of more than six months, totaling 40 people. Data collection was carried out using the perceived organizational support (POS) scale and the employee performance scale. The data analysis method used to test this research hypothesis is the correlation technique (Pearson correlation) developed by Karl Pearson. Based on the results of data analysis, it was obtained that the correlation coefficient (rxy) = 0.335 with p = 0.035 (p < 0.050) which shows that the hypothesis proposed in this research is accepted, namely that there is a positive correlation between perceived organizational support (POS) and employee performance at PT. XYZ. The coefficient of determination (R^2) is 0.112, so it can be said that the contribution of perceived organizational support (POS) is 11.2% to burnout and the remaining 88.8% is influenced by other factors.

Keywords: Employee Performance, Perceived organizational support (POS), Thesis.