

HUBUNGAN ANTARA PERCEIVED ORGANIZATIONAL SUPPORT (POS) DENGAN PSYCHOLOGICAL CAPITAL PADA WANITA YANG BEKERJA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* (POS) dengan *psychological capital* pada wanita yang bekerja. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* (POS) dengan *psychological capital* pada wanita yang bekerja. Subjek penelitian ini adalah wanita yang sedang atau pernah bekerja selama kurang lebih satu tahun di suatu organisasi sebanyak 160 subjek. Pengambilan subjek menggunakan teknik sampling purposive dengan data yang dikumpulkan menggunakan Skala *Perceived Organizational Support* (POS) dan *Psychological Capital*. Data dianalisis analisis menggunakan korelasi product moment dengan program SPSS v.25. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0.478 dengan $p = 0.000$. Dari hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* (POS) dengan *psychological capital*.

Kata kunci : *perceived organizational support, psychological capital, wanita yang bekerja*

**(THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL
SUPPORT (POS) WITH PSYCHOLOGICAL CAPITAL ON WORKING
WOMEN)**

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ABSTRACT

This study aims to determine the relationship between perceived organizational support (POS) and psychological capital in working women. This study hypothesises that there is a positive relationship between perceived organizational support (POS) and psychological capital in working women. The subjects of this study were women who had worked for approximately one year in an organization with as many as 160 subjects. Subjects were taken using a purposive sampling technique, with data collected using Perceived Organizational Support (POS) and Psychological Capital Scales. The data were analyzed using product moment correlation with the SPSS v.25 program. Based on the analysis results, a correlation value of 0.478 was obtained with $p = 0.000$. These results indicate a significant positive relationship between perceived organizational support (POS) and psychological capital.

Keywords: perceived organizational support, psychological capital, working women