

## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan *perceived organizational support* dengan *work engagement* pada karyawan Dinas Pekerjaan Umum dan Penataan Ruang X. Hipotesis yang diajukan adalah ada hubungan positif antara *perceived organizational support* dengan *work engagement* pada karyawan Dinas Pekerjaan Umum dan Penataan Ruang X. Subjek dalam penelitian ini berjumlah 60 orang karyawan yang memiliki karakteristik karyawan yang bekerja di Dinas Pekerjaan Umum dan Penataan Ruang X dan karyawan yang minimal telah bekerja selama 3 bulan. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Perceived Organizational Support* dan Skala *Work Engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* (*Spearman Correlation*). Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,564 dengan  $p = 0,000$  ( $p < 0,050$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan positif antara *perceived organizational support* dengan *work engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) sebesar 0,281 variabel *perceived organizational support* menunjukkan kontribusi 28,1% terhadap *work engagement* dan sisanya 71,9% dipengaruhi oleh faktor lain yaitu *Job resources* meliputi lingkungan fisik dan organisasi, kesempatan mengembangkan karir, gaji. *Personal resources* yaitu resiliensi.

**Kata kunci:** *work engagement, perceived organizational support*

## **Abstract**

This research aims to determine the relationship between perceived organizational support and work engagement of employees public work and spatial planning service X. The hypothesis proposed is that there is a positive relationship between perceived organizational support and work engagement of employees public work and spatial planning service X. The subjek in this research amounted to 60 employees who had the characteristics work in public work and spatial planning service X and employees who have worked for at least 3 months. How to retrieve subjects using purposive sampling method. Retrieval of this research data using the Perceived Organizational Support Scale and the Work Engagement Scale. The data analysis technique using product moment correlation spearmen correlation. Based on the results of data analysis obtained correlation coefficient (R) of 0.564 with  $p = 0.000$  ( $p < 0,050$ ). These results indicate that there is a positive relationship between perceived organizational support and work engagement. The acceptance of the hypothesis in this study shows that the coefficient of determination ( $R^2$ ) of 0.281 the means perceived organizational support variable shows a contribution of 28.1% to work engagement and the remaining 71.9% is influenced by other factors such as job resources which include physical environment and organization, opportunity to develop a career, salary. Personal resources that is resilience.

**Keyword:** *Work Engagement, Perceived Organizational Support*