

HUBUNGAN *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *JOB CHARACTERISTIC* DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN BANK X KABUPATEN BERAU

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan *job characteristic* dengan *employee engagement* pada karyawan Bank X Kabupaten Berau. Hipotesis 1 yang diajukan adalah ada hubungan positif antara *perceived organizational support* dengan *employee engagement* pada karyawan Bank X Kabupaten Berau. Hipotesis 2 yang diajukan adalah ada hubungan positif antara *job characteristic* dengan *employee engagement* pada karyawan Bank X Kabupaten Berau. Subjek dalam penelitian ini berjumlah 60 orang yang memiliki karakteristik minimal masa kerja lebih dari 1 tahun. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Perceived Organizational Support*, Skala *Job Characteristic* dan Skala *Employee Engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) hipotesis 1 sebesar 0,473 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* dengan *employee engagement*. Diterimanya hipotesis 1 dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,224 variabel *perceived organizational support* menunjukkan kontribusi 22,4% terhadap *employee engagement* dan sisanya 77,6% dipengaruhi oleh faktor lain yaitu *job characteristic*, *reward & recognition*, *perceived supervisor support*, dan *distributive & procedural justice*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) hipotesis 2 sebesar 0,706 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *job characteristic* dengan *employee engagement*. Diterimanya hipotesis 2 dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,498 variabel *job characteristic* menunjukkan kontribusi 49,8% terhadap *employee engagement* dan sisanya 50,2% dipengaruhi oleh faktor lain yaitu *reward & recognition*, *perceived organizational support & perceived supervisor support*, dan *distributive & procedural justice*.

Kata kunci: *perceived organizational support*, *job characteristic*, *employee engagement*

**THE RELATIONSHIP PERCEIVED ORGANIZATIONAL SUPPORT AND JOB
CHARACTERISTIC WITH EMPLOYEE ENGAGEMENT BANK X
KABUPATEN BERAU**

Abstract

This research aims to determine the relationship between perceived organizational support and job characteristic with employee engagement in working Bank X Kabupaten Berau. The hypothesis 1 proposed is that there is a positive relationship between perceived organizational support and employee engagement in working Bank X Kabupaten Berau. The hypothesis 2 proposed is that there is a positive relationship between job characteristic and employee engagement in working Bank X Kabupaten Berau. The subjects in this study amounted to 60 people who had the characteristics work period of more than 1 year. How to retrieve subjects using purposive sampling method. Retrieval of this research data using the perceived organizational support Scale, job characteristic Scale and employee engagement Scale. The data analysis technique using product moment correlation from Karl Pearson. Based on the results of data analysis 1 obtained correlation coefficient (R) of 0,473 with $p = 0.000$ ($p < 0.05$). These results indicate that there is a significant positive relationship between perceived organizational support and employee engagement. The acceptance of the hypothesis 1 in this study shows that the coefficient of determination (R^2) of 0.224 that means academic perceived organizational support variables shows a contribution of 22,4% to employee engagement and the remaining 77,4% is influenced by other factors such as job characteristic, reward & recognition, perceived supervisor support, and distributive & procedural justice. Based on the results of data analysis 2 obtained correlation coefficient (R) of 0,706 with $p = 0.000$ ($p < 0.05$). These results indicate that there is a significant positive relationship between job characteristic and employee engagement. The acceptance of the hypothesis 2 in this study shows that the coefficient of determination (R^2) of 0.498 that means academic job characteristic variables shows a contribution of 49,8% to employee engagement and the remaining 49,8% is influenced by other factors such as reward & recognition, perceived organizational support & perceived supervisor support, and distributive & procedural justice.

Keywords: *perceived organizational support, job characteristic, employee engagement*