

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *work engagement* pada guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* dengan *work engagement* pada guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Subjek dalam penelitian ini adalah guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Dengan masa kerja dari 2 tahun dengan jumlah sebanyak 63 guru. Teknik pengambilan subjek yang digunakan dalam penelitian ini yaitu *purposive sampling*. Alat pengumpulan data menggunakan Skala *Work Engagement*. Hasil analisis dengan uji korelasi *product moment* diperoleh r_{xy} sebesar 0.222 ($p = 0.040$). Hal ini menunjukkan adanya hubungan positif antara *perceived organizational support* dengan *work engagement* pada guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Sehingga hipotesis yang diajukan dalam penelitian ini dapat diterima. Semakin positif *perceived organizational support* maka semakin tinggi *work engagement* pada guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Sebaliknya semakin negatif *perceived organizational support* maka semakin rendah *work engagement* guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Koefisien determinasi (R^2) sebesar 0.049 artinya *perceived organizational support* dalam penelitian ini mampu memberikan sumbangan sebesar 4.9% terhadap *work engagement* pada guru Sekolah Luar Biasa Negeri 1 Bantul, di Yogyakarta. Hal ini sekaligus menegaskan pengaruh variabel lain yang tidak diteliti dalam penelitian ini sebesar 95.1%.

Kata kunci: *perceived organizational support, work engagement*

ABSTRACT

This study aimed to determine the relationship of perceived organizational support and work engagement at Special Need School Teachers Negeri 1 Bantul, of Yogyakarta. The hypothesis that proposed in this study is that there is a positive relationship between perceived organizational support with work engagement at Special Need School Teachers Negeri 1 Bantul, of Yogyakarta. Subject of this research is Special Need School Teachers Negeri 1 Bantul, of Yogyakarta, a working period of two years with a total of 63 teacher. Technique of research subject taken in the research that is purposive sampling. Data collector uses a scale of work engagement. The results of the analysis with correlation test product moment obtained r_{xy} is amounting to 0.222 ($p = 0.040$). This is showed a positive relationship between perceived organizational support with work engagement on Special Need School Teachers Negeri 1 Bantul, of Yogyakarta, so that the hypothesis proposed in this study can be accepted. The positive of the perceived organizational support will effect to the increasing of the work engagement towards on Special Need School Teachers Negeri 1 Bantul, of Yogyakarta. In contrary, the negative of the perceived organizational support will effect to the decreasing of work engagement on Special Need School Teachers Negeri 1 Bantul, of Yogyakarta. The coefficient of determination (R^2) is amounting to 0.049 which means that the perceived organizational support in this study is able to provide a contribution of 4.9% on work engagement on SpecialNeed School Teachers Negeri 1 Bantul, of Yogyakarta. It is also confirmed that the influence of other variables are not examined in the study is amounting to 95.1%.

Keywords: *perceved organizartional support, work engagement*