

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Perceived Organizational Support* (POS) dengan *employee engagement* pada sales BJ HOME Yogyakarta. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara POS dengan *employee engagement* pada sales BJ HOME Yogyakarta. Subjek penelitian adalah karyawan bagian sales, sudah bekerja minimal 6 bulan dan berstatus karyawan tetap sebanyak 40. Pengambilan subjek menggunakan *sampling purposive* dengan data yang dikumpulkan menggunakan Skala *Employee Engagement* dan Skala POS. Data dianalisis menggunakan korelasi *product moment* dengan program SPSS v.23. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0.669 dengan  $p = 0.000$  ( $p < 0.005$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara POS dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) sebesar 0.447 yang berarti POS memiliki kontribusi 44.7% terhadap *employee engagement* dan sisanya 55.3% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini seperti karakteristik pekerjaan, penghargaan dan pengakuan, persepsi dukungan pengawas, prosedural dan keadilan distributif.

**Kata kunci :** *Perceived Organizational Support (POS), employee engagement*

## **ABSTRACT**

*This study aims to determine the relationship between Perceived Organizational Support (POS) and employee engagement on BJ HOME Yogyakarta employees. The hypothesis in this study is that there is a positive relationship between POS and employee engagement on BJ HOME Yogyakarta employees. The research subjects were sales department employees, had worked at least 6 months and had a permanent employee status of 40. Subjects used purposive sampling with data collected using the Employee Engagement Scale and POS Scale. Data were analyzed using product moment correlation with the SPSS v.23 program. Based on the results of the analysis, obtained a correlation value of 0.669 with  $p = 0.000$  ( $p < 0.005$ ). These results indicate that there is a significant positive relationship between POS and employee engagement. The acceptance of the hypothesis in this study shows the coefficient of determination ( $R^2$ ) of 0.447 which means that POS has 44.7% contribution to employee engagement and the remaining 55.3% is influenced by other factors not examined in this study such as job characteristics, rewards and recognition, perceived supervisor support, procedural and distributive justice.*

**Keywords:** *Perceived Organizational Support, employee engagement*