

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* (POS) dengan *employee engagement* pada *commis chef* di hotel se-kabupaten Indramayu Jawa Barat. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* (POS) dengan *employee engagement* pada *commis chef* di hotel se-kabupaten Indramayu Jawa Barat. Subjek penelitian adalah *commis chef* yang menjadi karyawan tetap dan sudah bekerja minimal satu tahun sebanyak 35 orang. Pengambilan subjek menggunakan *sampling jenuh* dengan data yang dikumpulkan menggunakan Skala *Employee Engagement* dan Skala *Perceived Organizational Support* (POS). Data dianalisis menggunakan korelasi *product moment* dengan program SPSS v.23. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0.654 dengan $p = 0.000$ ($p < 0.005$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* (POS) dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0.428 yang berarti *perceived organizational support* (POS) memiliki kontribusi 42.8% terhadap *employee engagement* dan sisanya 57.2% dipengaruhi oleh faktor lain seperti karakteristik pekerjaan, penghargaan dan pengakuan, persepsi dukungan organisasi, persepsi dukungan pengawas, dan prosedural dan keadilan distributif.

Kata kunci : employee engagement, perceived organizational support (POS), commis chef

ABSTRACT

This study is aimed to determine the relationship between perceived organizational support (POS) and employee engagement among commis chefs who work at hotels around regency on indramayu, west java province. Research hypothesis is the rise a positive correlation between perceived organizational support (POS) employee engagement. Subjects in this study were 35 commis chefs who work permanent employees and had been working at 1 years. Subject were selected using sampling jenuh method were collected using employee engagement and perceived organizational support (POS) scales. Data were analyzed using product moment in SPSS v.23. Result of analyzed test showed that correlation of perceived organizational support (POS) and employee engagement was 0.654 with $p = 0.00$ ($p < 0.005$). The result indicates that there is a significant positive correlation between perceived organizational support (POS) and employee engagement. This research shows there for the hypothesis excited coefficient of determination (R^2) 0.428 which mean this perceived organizational support (POS) has 42.8% contribution on employee engagement. The remaining 57.3 % is contributed by other factors such a job characteristics, rewards and recognition, perceived supervisor support, and procedural and distributive justice.

Keywords: *employee engagement, perceived organizational support (POS), commis chef*