Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organization support* dengan resiliensi pada karyawan swasta pada masa pandemi *covid-19* di Yogyakarta. Subjek dalam penelitian ini berjumlah 40 karyawan swasta. Pengambilan data dalam penelitian ini menggunakan skala *perceived organization support* dan skala resiliensi. Teknik analisis data yang digunakan adalah korelasi Spearman's rho. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,766 dengan p = 0,000 (p < 0,05). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organization support* dengan resiliensi. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R2) sebesar 0,586 variabel *perceived organization support* menunjukan kontribusi 58,6% terhadap resiliensi dan sisanya 41,4% dipengaruhi oleh faktor lainnya.

Kata kunci: karyawan swasta, *perceived organization support*, resiliensi.

Abstract

This study aims to determine the correlation between perceived organization support and resilience for private employees during the COVID-19 pandemic in Yogyakarta. The subjects in this study were 40 private employees. Retrival of this research data using perceived organization support scale and resilience scale. The data analysis technique used is Spearman's rho correlation. Based on the results of data analysis, the correlation coefficient (R) of 0.766 with p = 0.000 (p <0.05). These results indicate that there is a significant positive correlation between perceived organization support and resilience. The acceptance of the hypothesis in this study shows that the coefficient of determination (R2) is 0.586. The perceived organization support variable shows a 58.6% contribution to resilience and the remaining 41.4% is influenced by other factors.

Keywords: private employees, perceived organization support, resilience.