

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui : (1) Apakah terdapat hubungan antara loyalitas dengan *work engagement* polisi Ditlantas Polda DIY. (2) Apakah terdapat hubungan antara *perceived organizational support* dengan *work engagement* polisi di kantor pelayanan Ditlantas Polda DIY. (3) Apakah terdapat hubungan antara loyalitas dan *perceived organizational support* dengan *work engagement* polisi di kantor pelayanan Ditlantas Polda DIY. Sampel penelitian berjumlah 92 orang polisi dengan teknik sampling. Pengumpulan data menggunakan skala *loyalitas*, skala *Perceived organizational support* dan *work engagement* . Analisis data yang digunakan adalah analisis korelasi *product moment* dan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa ada hubungan positif antara loyalitas dengan *work engagement* pada polisi dengan koefisien korelasi sebesar 0,709 ( $p < 0,05$ ). Ada hubungan positif antara *perceived organizational support* dengan *work engagement* pada polisi dengan nilai koefisien korelasi sebesar 0,661 ( $p < 0,05$ ). Secara bersama-sama ada hubungan loyalitas dan *perceived organizational support* dengan *work engagement* yang dengan nilai koefisien 0,709 ( $p < 0,05$ ). Sumbangan efektif dari loyalitas *perceived organizational support* dengan *work engagement* sebesar 64%, sedangkan sumbangan variabel lain yang tidak diteliti dalam penelitian ini sebesar 36%. Variabel lain yang tidak diikutsertakan dalam penelitian ini antara lain budaya didalam tempat bekerja, komunikasi organisasional, gaya manajerial yang memicu kepercayaan dan penghargaan, kepemimpinan yang dianut dan reputasi perusahaan itu sendiri, karakteristik organizational.

*Kata kunci: loyalitas, perceived organizational support, work engagement*

## **ABSTRACT**

*This study aims to understand : (1) Relationship between loyalty and police work engagement in the Regional Police of Yogyakarta Regional Police. (2) Is there a relationship between perceived organizational support and police work engagement in the service office of the Yogyakarta Regional Police Headquarters. (3) Is there a relationship between loyalty and perceived organizational support with police work engagement in the service office of Ditlantas Polda DIY. The research sample consisted of 92 police officers with a sampling technique. Data collection uses loyalty scale, scale Perceived organizational support and work engagement. Analysis of the data used is product moment correlation analysis and multiple linear regression analysis. The results showed that there was a positive relationship between loyalty and work engagement on the police with a correlation coefficient of  $-0.709$  ( $p < 0.05$ ). There is a positive relationship between perceived organizational support and work engagement on the police with a correlation coefficient of  $0.661$  ( $p < 0.05$ ). Together there is a relationship of loyalty and perceived organizational support with work engagement with a coefficient of  $0.709$  ( $p < 0.05$ ). The effective contribution of loyalty perceived organizational support with work engagement was 64%, while the contribution of other variables not examined in this study was 36%. Other variables not included in this study include culture in the workplace, organizational communication, managerial style that triggers trust and appreciation, adopted leadership and the company's reputation itself, organizational characteristics.*

*Key words: loyalty and perceived organizational support with work engagement*