

Abstract

This research is made to understand the relation between of perceived organizational support and work engagement at 1 Public Senior High School teachers in Purwareja Klampok, Banjarnegara. The hypothesis of this study is that there was a positive correlation between perceived organizational support with work engagement. The subject in this study amounted to 73 teachers who have worked one year. The methods of data collection in this study using perceived organizational support scale and work engagement scale. This methods of data analysis in this study using corellation analysis product moment from pearson. The results of the analysis with correlation test t product moment obtained rxy is amounting to 0,565 ($p = 0.000$), that means there is a positive correlation between perceived organizational support with work engagement. Based on the result of the study, the researcher stated that the hypothesis is accepted. Variable product quality in this research has the perceived organizational support of 31,9% while the effective contributions of 68,1% contributed by other factors in job satisfaction are not included in this study.

Keyword : perceived organizational support, work engagement

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi dukungan organisasi dengan *work engagement* pada guru SMAN 1 Purwareja Klampok, Banjarnegara. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara persepsi dukungan organisasi dengan *work engagement* pada guru SMAN 1 Purwareja Klampok, Banjarnegara. Subjek penelitian ini berjumlah 73 guru yang telah bekerja selama 1 tahun. Metode pengumpulan data dalam penelitian ini menggunakan skala persepsi dukungan organisasi dan skala *work engagement*, metode analisis dalam penelitian ini menggunakan metode analisis korelasi product moment dari Pearson. Hasil analisis data diperoleh hasil korelasi $r_{xy} = 0.565$ ($p = 0,000$) yang berarti bahwa terdapat hubungan yang positif antara persepsi dukungan organisasi dengan *work engagement*. Berdasarkan hasil penelitian maka peneliti menyatakan bahwa hipotesis diterima. Variabel persepsi dukungan organisasi dalam penelitian ini mempunyai sumbangan sebesar 31,9% sedangkan sumbangan efektif sebesar 68,1% disumbangkan oleh faktor lain dalam keterikatan kerja yang tidak dilibatkan dalam penelitian ini.

Kata Kunci : persepsi dukungan organisasi, *work engagement*

