

Abstrak

Demi tercapainya generasi Indonesia yang berkualitas maka perlu terpenuhinya *quality of work life* pada guru di Indonesia. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support (POS)* dengan *quality of work life* pada guru SD honorer di Kabupaten Kulon Progo. Subjek penelitian ini berjumlah 59 orang dengan karakteristik minimal telah bekerja selama kurang lebih dua tahun dan memiliki umur antara 20 tahun sampai 49 tahun. Pengambilan data penelitian ini menggunakan Skala *Perceived Organizational Support (POS)* dan Skala *Quality of Work Life*. Teknik analisis data yang digunakan adalah korelasi product moment dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r) sebesar 0,000 ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support (pos)* dengan *quality of work life* pada guru SD honorer di Kabupaten Kulon Progo. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,213 artinya variabel *perceived organizational support (POS)* menunjukkan kontribusi 21,3% terhadap *quality of work life* dan sisanya 78,7% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata kunci: *quality of work life, perceived organizational support*

Abstract

For the sake of achieving a quality generation of Indonesia, the quality of work life is needed for teachers in Indonesia. This study aims to determine the relationship between perceived organizational support (POS) and quality of work life in honorary elementary school teachers in Kulon Progo Regency. The subjects of this study amounted to 59 people with characteristics that had worked for at least two years and had ages between 20 years and 49 years. Retrieval of this research data using the Scale of Perceived Organizational Support (POS) and Quality of Work Life Scale. The data analysis technique used is product moment correlation from Karl Pearson. Based on the results of data analysis obtained a correlation coefficient (r) of 0,000 ($p < 0.05$). These results indicate that there is a significant positive relationship between perceived organizational support (POS) and quality of work life of honorary elementary school teachers in Kulon Progo Regency. The acceptance of the hypothesis in this study shows that the coefficient of determination (R^2) of 0.213 means that the variables perceived organizational support (POS) shows a contribution of 21,3% to quality of work life and the remaining 78.7% is influenced by other factors not examined in this study.

Keywords: quality of work life, perceived organizational support