

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Perceived Organizational Support* dan Komitmen Organisasi terhadap *Work Engagement* anggota resmob Polda DIY. Pengumpulan data menggunakan metode skala yang terdiri dari Skala *Work Engagement*, *Perceived Organizational Support* dan Komitmen Organisasi. Subjek penelitian ini adalah anggota resmob Polda DIY yang berjumlah 100 orang dengan ciri-ciri mempunyai risiko kerja yang tinggi. Teknik analisis statistik menggunakan regresi linier berganda. Hasil pengujian mendapatkan ada pengaruh positif dari *perceived organizational support* dan komitmen organisasi terhadap *work engagement* anggota resmob Polda DIY. Peningkatan *work engagement* yang diberikan adalah sebesar 12,2% dari setiap 1% peningkatan *perceived organizational support organizational*. Peningkatan *work engagement* yang diberikan adalah sebesar 12,5% dari setiap 1% peningkatan komitmen organisasi. Peningkatan tersebut adalah signifikan, diketahui dari nilai $p_{\text{value}} (0,000) \leq \alpha (0,05)$. Berdasarkan hasil pengujian disimpulkan ada pengaruh signifikan dari *perceived organizational support organizational* dan komitmen organisasi terhadap *work engagement* anggota resmob Polda DIY.

Kata Kunci: *Perceived Organizational Support Organizational*, Komitmen Organisasi, *Work Engagement*

ABSTRACT

This study aims to determine the effect of Perceived Organizational Support and Komitmen Organisasi on the Work Engagement of members of the Yogyakarta Special District Police. Data collection is done using the scale method which consist of Work Engagement, Perceived Organizational Support dan Komitmen Organisasi Scales. The subjects of this study were members of the Yogyakarta Special Police Special Forces consist of 100 respondents with work high risk. Statistic analysis using double linear regression. The test results found that there was a positive influence on the perception of organizational support and organizational commitment to the work engagement of members of the DIY Regional Police. The increase in work engagement provided was 12.2% of each 1% increase in perceived organizational support. The increase in work engagement provided is 12.5% of each 1% increase in organizational commitment. The increase is significant, this is known from the $p_{\text{value}} (0,000) < \alpha (0.05)$. Based on the test results, it was concluded that there was a significant influence of perceived organizational support and organizational commitment on the work engagement of members of the Yogyakarta Special Police Force.

Keywords: Perceived Organizational Support Organizational, Komitmen Organisasi, Work Engagement