

ABSTRAK

Pengaruh *Perceived Organizational Support* Terhadap *Employee Engagement* Pada Karyawan Generasi Milenial di PT Ajinomoto Indonesia Karawang Factory

Karyawan merupakan salah satu aset penting yang berperan bagi efektivitas organisasi. Karyawan yang dimaksud adalah karyawan yang tidak hanya pintar, tetapi juga memiliki loyalitas dan komitmen, serta bersedia untuk memberikan perlakuan lebih bagi organisasi, atau biasa dikatakan dengan karyawan yang memiliki *employee engagement*. Karyawan yang memiliki *engagement* yang tinggi akan dapat membantu organisasi dalam beradaptasi dengan lingkungan. Penelitian ini dilakukan dengan tujuan untuk mengetahui secara empiris pengaruh *perceived organizational support* terhadap *employee engagement*. Penelitian melibatkan 201 karyawan PT Ajinomoto Indonesia Karawang Factory dengan menggunakan teknik sampling kuota (nonprobability). Pengumpulan data dengan menggunakan Skala Persepsi Dukungan Organisasi/POS ($\alpha = 0,938$) dan Skala *Employee Engagement* ($\alpha = 0,945$). Hipotesis penelitian ini adalah untuk mengetahui peranan persepsi dukungan organisasi terhadap *employee engagement*. Analisis data dilakukan dengan menggunakan korelasi regresi sederhana. Hasil analisis data menunjukkan adanya hubungan positif yang signifikan antara persepsi dukungan organisasi dan *employee engagement*, dibuktikan dengan nilai signifikannya 0,000

Kata kunci: *Perceived organizational support, Employee engagement*

ABSTRACT

The Influence of Perceived Organizational Support on Employee Engagement on Millennial Generation Employees at PT Ajinomoto Indonesia Karawang Factory

Employees are one of the most important assets which contribute to the effectiveness of the company. The employee in question is an employee who is not only smart, but also loyal, committed, and willing to contribute better treatment, or in other words, employees with employee engagement. This research was conducted to determine empirically the influence of perceived organizational support toward employee engagement. The research involved 201 employees at PT Ajinomoto Indonesia Karawang Factory by using a quota sampling technique (non-probability). Data collection was conducted based on the Perceived Organizational Support Scale/POS ($\alpha = 0.938$) and Employee Engagement Scale ($\alpha = 0.945$). The hypothesis of the research is to find out the role of perceived organizational support in employee engagement. Data were analyzed using simple regression. The result shows a positive correlation between perceived organizational support and employee engagement, proven by a significant value of 0,000

Keywords: Perceived organizational support, Employee engagement