

PENGARUH PERSEPSI DUKUNGAN ORGANISASI TERHADAP
KESEJAHTERAAN DI TEMPAT KERJA PADA KARYAWAN
PT. POS INDONESIA KANTOR CABANG UTAMA
(KCU) KARAWANG

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh persepsi dukungan organisasi terhadap kesejahteraan di tempat kerja pada karyawan PT. Pos Indonesia Kantor Cabang Utama Karawang. Berbagai permasalahan yang ditemukan yaitu mengenai pemberian upah, kondisi kerja, penghargaan yang diberikan kepada karyawan, dan kurang nyaman di tempat kerja merupakan hal yang berkaitan dengan kesejahteraan karyawan di tempat kerja atau *workplace wellbeing*. Pengukuran dilakukan dengan mengadopsi alat ukur *Survey of Perceived Organizational Support* (SPOS) 8, sedangkan kesejahteraan di tempat kerja menggunakan alat ukur *workplace wellbeing* yang dikonstruksi. Subjek penelitian berjumlah 93 karyawan dan menggunakan teknik sampling total. Teknik analisis data menggunakan regresi linear sederhana dan diperoleh hasil persamaan regresi $Y = 6,869 + 1,450X$ dengan nilai t_{hitung} sebesar $15,891 > t_{tabel} (1,986)$ dan signifikansi $0,000 < 0,05$ maka H_0 ditolak dan H_a diterima, artinya persepsi dukungan organisasi berpengaruh signifikan terhadap kesejahteraan di tempat kerja. Semakin tinggi tingkat persepsi dukungan organisasi, semakin tinggi kesejahteraan di tempat kerja pada karyawan. Sebaliknya, semakin rendah tingkat persepsi dukungan organisasi, maka semakin rendah pula kesejahteraan di tempat kerja yang dirasakan oleh karyawan. Persepsi dukungan organisasi mampu memberikan kontribusi sebesar 73,5 % terhadap kesejahteraan di tempat kerja, sedangkan sisanya sebesar 26,5 % merupakan faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Persepsi Dukungan Organisasi, Kesejahteraan Di Tempat Kerja, Karyawan.

**THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT
ON WORKPLACE WELLBEING AT EMPLOYEE OF
PT. POS INDONESIA MAIN BRANCH OFFICE
(MBO) KARAWANG**

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ABSTRACT

This study aims to determine the effect of perceived organizational support on welfare at work for employees of PT. Pos Indonesia KCU Karawang. Various problems were found, namely regarding the provision of wages, working conditions, awards given to employees, and discomfort at work which are related to employee welfare at work or workplace wellbeing. Measurements are made by adopting a measuring instrument Survey of Perceived Organizational Support (SPOS) 8, while welfare in the workplace uses measuring instruments workplace wellbeing that was construction. The research subjects totaled 93 employees and used a total sampling technique. The data analysis technique uses simple linear regression and the results of the regression equation $Y = 6.869 + 1.450X$ with a t value count of $15.891 > t_{table}(1.986)$ and a significance of $0.000 < 0.05$ then H_0 is rejected and H_a is accepted, meaning that perceived organizational support has a significant effect on well-being in the workplace. The higher the perceived level of organizational support, the higher the well-being at work for employees. Conversely, the lower the level of perceived organizational support, the lower the well-being at work felt by employees. Perceived organizational support is able to contribute 73,5 % to workplace wellbeing, while the remaining 26,5 % is another factor is not examined in this study.

Keywords: Perceived Organizational Support, Workplace wellbeing, Employee.