

Hubungan antara Perceived Organizational Support dan Workplace Well-Being pada pekerja pabrik = The relationship between Perceived Organizational Support and Workplace Well-Being among manufacture worker

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Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara perceived organizational support (POS) dan workplace well-being (WWB). Pengukuran dilakukan dengan alat ukur Survey of Perceived Organizational Support (SPOS) (Eisenberger et al., 1986). Workplace well-being diukur dengan Workplace Well-Being Index (Page, 2005). Partisipan dalam penelitian ini adalah pekerja pabrik manufaktur penghasil baja di Indonesia.

Hasil penelitian ini menunjukkan adanya hubungan positif yang signifikan antara perceived organizational support dan workplace well-being pada pekerja pabrik ($r = .72$; $p < .01$). Artinya, semakin baik dukungan organisasi yang dipersepsi oleh pekerja pabrik, semakin baik pula tingkat kesejahteraan dirasakan pekerja pabrik di tempat kerjanya.

.....This study aims to find the relationship between perceived organizational support (POS) and workplace well-being (WWB). Perceived organizational support was measured using an instrument called Survey of Perceived Organizational Support (SPOS) (Eisenberger et al., 1986). Workplace well-being was measured using an instrument named Workplace Well-Being Index (WWBI) (Page, 2005). The participants of this study are 173 manufacture workers in an Indonesian company engaging in steel industry.

The result shows there is a significant positive correlation between perceived organizational support and workplace well-being ($r = .72$; $p < .01$). That is, the better organizational support that perceived by manufacture worker, the better workplace well-being they have.