

# Intervensi pelatihan penilaian kinerja pada atasan untuk meningkatkan perceived organizational support employee engagement pada lembaga pendidikan YPTK = Performance appraisal training intervention for supervisor to enhance perceived organizational support and employee engagement in YPTK

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## Abstrak

Penelitian ini bertujuan melihat efektifitas program pelatihan penilaian kinerja untuk meningkatkan perceived organizational support dan employee engagement pada karyawan di lembaga pendidikan YPTK. Alat ukur perceived organizational support merupakan adaptasi dari Survey of perceived organizational support (Eisenberger, 1986) sedangkan alat ukur employee engagement merupakan adaptasi dari Utrecht Work Engagement Scale (Schaufeli dan Bakker 2003).

Hasil uji regresi menunjukkan adanya pengaruh perceived organizational support terhadap employee engagement sebesar 0.168 ( $p=0.016$  signifikan pada l.o.s 0.05). Hasil uji paired sample t-test menunjukkan adanya perbedaan skor perceived organizational support dan employee engagement yang signifikan sebelum dan sesudah dilakukan pelatihan dan sosialisasi penilaian kinerja.

.....The aim of this research is to see the effectiveness of performance appraisal training to improve perceived organizational support and employee engagement in educational institution, YPTK. The measurement tools of perceived organizational support was adapted from Survey of perceived organizational support (Eisenberger, 1986) while the measurement of employee engagement adapted from Utrecht Work Engagement Scale, known as UWES (Schaufeli and Bakker 2003).

Result of regression analysis showed that employee engagement significantly influenced by perceived organizational support (0.168,  $P=0.016$  significant at l.o.s. 0.05) and the result of paired sample t-test showed significant difference of POS and Employee Engagement score of respondent, pre and post performance appraisal training and socialization of it.