

Analisis pengaruh pay satisfaction dan perceived organizational support terhadap employee engagement (studi kasus di PT XYZ) = The effect of pay satisfaction and perceived organizational support on employee engagement (case study at PT XYZ) / Meiryanti Andryani

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Abstrak

[ABSTRAK

Penelitian ini dilakukan untuk menganalisis pengaruh pay satisfaction dan perceived organizational support terhadap employee engagement di PT. XYZ. Responden penelitian ini berjumlah 135 karyawan di kantor pusat PT. XYZ. Metode penelitian menggunakan metode kuantitatif dengan uji regresi linier sederhana dan uji regresi linier berganda. Alat ukur yang digunakan pada penelitian ini adalah Pay Satisfaction Questionnaire (PSQ) yang dikembangkan oleh Heneman dan Schwab (1985), Survey of Perceived Organizational Support (SPOS) yang dikembangkan oleh Eisenberger, Huntington, Hutchison dan Sowa (1986) dan disederhanakan oleh Holt, Bartczak, Clark dan Trent (2007), dan Utrecht Work Engagement Scale (UWES) yang dikembangkan oleh Schaufeli dan Bakker (2003) dan disederhanakan oleh Seppala, Mauno, Fedlt, Hakanen, Kinnunen, Tolvanen, dan Schaufeli (2008). Hasil penelitian menunjukkan bahwa pay satisfaction dan perceived organizational support berpengaruh positif dan signifikan terhadap employee engagement.

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ABSTRACT

This research was conducted to analyze the effect of pay satisfaction and perceived organizational support on employee engagement at PT. XYZ. Respondents of this research was 135 employees at the headquarters of PT. XYZ. The research method used quantitative methods with simple and multiple linear regression tests. This research used Pay Satisfaction Questionnaire (PSQ) developed by Heneman and Schwab (1985), the Survey of Perceived Organizational Support (SPOS) developed by Eisenberger, Huntington, Hutchison and Sowa (1986) and simplified by Holt, Bartczak, Clark dan Trent (2007), and the Utrecht Work Engagement Scale (UWES) developed by Schaufeli and Bakker (2003) and simplified by Seppala, Mauno, Fedlt, Hakanen, Kinnunen, Tolvanen, and Schaufeli (2008). The result of this research showed that the pay satisfaction and perceived organizational support have significant and positive influence on employee engagement, This research was conducted to analyze the effect of pay satisfaction and perceived organizational support on employee engagement at PT. XYZ. Respondents of this research was 135 employees at the headquarters of PT. XYZ. The research method used quantitative methods with simple and multiple linear

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