

ABSTRAK

Akibat pandemi Covid-19 dan penumpukan masalah dari masa lalu, maskapai penerbangan PT.XYZ tidak bisa menerbangkan sebagian pilotnya. Terjadi pergolakan antara para pilot dengan management perusahaan karena pilot yang tidak diterbangkan merasa ada ketidaksesuaian terhadap apa yang dilakukan oleh perusahaan kepada mereka. Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara *perceived organizational support* (POS) dengan *psychological contract breach* (PCB) pada pilot perusahaan maskapai penerbangan PT.XYZ. Metode penelitian ini adalah kuantitatif dengan pendekatan korelasional. Jumlah sampel pada penelitian ini sebanyak 78 pilot dan teknik pengambilan sampel yang digunakan adalah teknik sampling jenuh. Hasil penelitian ini ditemukan bahwa terdapat hubungan negatif antara *perceived organizational support* dengan *psychological contract breach* pada pilot maskapai PT. XYZ.

Kata kunci : pelanggaran kontrak psikologis, pilot, maskapai, dukungan organisasi



ABSTRACT

As a result of the Covid-19 pandemic and a build-up of problems from the past, the airline PT. XYZ was unable to fly some of its pilots. There was upheaval between the pilots and the management of the company because the pilots who were not flown felt that there was a discrepancy in what the company was doing to them. The purpose of this study was to determine the relationship between perceived organizational support (POS) and psychological contract breach (PCB) in pilots of the airline PT. XYZ. This research method is quantitative with a correlational approach. The number of samples in this study were 78 pilots and the sampling technique used was saturation sampling technique. The results of this study found that there was a negative relationship between perceived organizational support and psychological contract breach on airline pilots of PT. XYZ.

Keyword : *psychological contract breach, pilot, airline, perceived organizational support*

