

ABSTRAK

Tujuan utama dari penelitian ini adalah untuk menguji dan menganalisis pengaruh persepsi dukungan organisasi terhadap *work engagement* dengan kepuasan kerja sebagai variabel mediasi. Objek dalam penelitian adalah 60 orang karyawan tetap PT Satya Pranaya Jaya. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian survei (*survey research design*). Teknik pengambilan sampel yang digunakan adalah sampling jenuh dengan analisis data menggunakan metode alternatif dari structural equation modeling (SEM), yaitu partial least square (PLS) dan menggunakan smart PLS. Tahap pertama dalam penelitian ini untuk menguji validitas pertanyaan setiap variabel berikut dengan reliabilitasnya. Tahap kedua menguji hubungan antara persepsi dukungan organisasi, kepuasan kerja dan *Work Engagement*. Hasil uji hipotesis menunjukkan bahwa persepsi dukungan organisasi berpengaruh positif dan signifikan terhadap *work engagement*, persepsi dukungan organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, kepuasan kerja tidak berpengaruh signifikan terhadap *work engagement*, dan kepuasan kerja tidak mampu memediasi pengaruh persepsi dukungan organisasi terhadap *work engagement*.

Kata Kunci : Persepsi Dukungan Organisasi, Kepuasan Kerja, *Work Engagement*.

ABSTRACT

The main objective of this research is to test and analyze the influence of perceived organizational support on work engagement with job satisfaction as a mediating variable. The objects of the research were 60 permanent employees of PT Satya Pranaya Jaya. This research uses a quantitative approach with a survey research design. The sampling technique used was saturated sampling with data analysis using alternative methods from structural equation modeling (SEM), namely partial least squares (PLS) and using smart PLS. The first stage in this research was to test the validity of the questions for each variable along with their reliability. The second stage examines the relationship between perceived organizational support, job satisfaction and Work Engagement. The results of hypothesis testing show that perceived organizational support has a positive and significant effect on work engagement, perceived organizational support has a positive and significant effect on job satisfaction, job satisfaction has no significant effect on work engagement, and job satisfaction is unable to mediate the effect of perceived organizational support on work engagement.

Keywords: Perception of Organizational Support, Job Satisfaction, Work Engagement.