

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP
EMPLOYEE LOYALTY PADA GURU DI YAYASAN PONDOK**

PESANTREN NURUL ISLAM JEMBER

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INTISARI

Loyalitas karyawan merupakan faktor penting bagi keberlanjutan organisasi, termasuk lembaga pendidikan berbasis pesantren. Guru memiliki peran strategis dalam pendidikan, sehingga perlu ditingkatkan loyalitasnya. Penelitian ini bertujuan mengetahui pengaruh *Perceived Organizational Support* (POS) terhadap *employee loyalty* pada guru di Yayasan Pondok Pesantren Nurul Islam (Nuris) Jember. Penelitian ini menggunakan pendekatan kuantitatif korelasional dengan populasi sebanyak 247 guru, dengan sampel 153 guru sebagai subjek, dipilih melalui *proportional random sampling*. Instrumen yang digunakan yaitu skala POS (Eisenberger et al., 1986; reliabilitas 0,934) dan skala *employee loyalty* (Dutta & Dhir, 2025; reliabilitas 0,849). Analisis data dilakukan dengan analisis regresi linear sederhana. Hasil yang didapatkan menunjukkan bahwa POS berpengaruh signifikan terhadap loyalitas guru ($F = 208,310$; $p = 0,001$; $\beta = 0,761$), yang berarti semakin tinggi persepsi terhadap dukungan organisasi, semakin tinggi pula loyalitas yang dimiliki guru. Temuan ini menegaskan pentingnya strategi peningkatan POS melalui perhatian terhadap kesejahteraan, pengakuan kontribusi, dan hubungan kerja yang suportif.

Kata Kunci: *employee loyalty, guru, perceived organizational support, lembaga pendidikan, pondok pesantren*

1. Peneliti
2. Dosen pembimbing I
3. Dosen pembimbing II

**THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON
EMPLOYEE LOYALTY AMONG TEACHERS AT THE NURUL ISLAM
ISLAMIC BOARDING SCHOOL FOUNDATION IN JEMBER**

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ABSTRACT

Employee loyalty is a crucial factor for organizational sustainability, including in Islamic boarding school-based educational institutions. Teachers play a strategic role in the educational process; therefore, enhancing their loyalty is essential. This study aims to examine the influence of Perceived Organizational Support (POS) on employee loyalty among teachers at the Nurul Islam Islamic Boarding School Foundation (Nuris) in Jember. The research employed a quantitative correlational approach with 153 teachers selected through proportional random sampling. The instruments used were the POS scale (Eisenberger et al., 1986; reliability = 0.934) and the employee loyalty scale (Dutta & Dhir, 2025; reliability = 0.849). Data were analyzed using simple linear regression. The results showed that POS had a significant effect on teacher loyalty ($F = 208.310$; $p = 0.001$; $\beta = 0.761$), indicating that the more positively teachers perceive organizational support, the higher their loyalty. These findings highlight the importance of strengthening POS strategies through attention to teacher well-being, recognition of contributions, and supportive work relationships.

Keywords: *educational institution, employee loyalty, islamic boarding school, perceived organizational support, teacher*

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