

**PENGARUH *PERCEIVE ORGANIZATIONAL SUPPORT* TERHADAP
EMPLOYEE ENGAGEMENT GURU SD NEGERI DI JAMBESARI
DARUSSHOLAH**

Reza Damayanti Musafiroh¹, Danan Satriyo Wibowo², Januariya Laili³

INTISARI

Employee engagement merupakan kondisi berpikir positif yang ditandai dengan adanya vigor, dedication, dan absorption, yang berperan penting dalam mendukung kinerja optimal guru. Tingginya keterlibatan kerja dipengaruhi oleh berbagai faktor, salah satunya adalah *perceived organizational support* (POS), yaitu sejauh mana individu merasa bahwa organisasi menghargai kontribusi dan peduli terhadap kesejahteraannya. Penelitian ini bertujuan untuk mengetahui pengaruh antara *perceived organizational support* terhadap *employee engagement* guru SD Negeri di Jambesari Darussolah. Penelitian ini menggunakan pendekatan kuantitatif korelasional, dengan subjek penelitian adalah 131 guru, melalui sampel jenuh. Instrumen yang digunakan adalah skala POS (27 items, reliabilitas = 0.890), dan skala UWES 17 (17 item, reliabilitas = 0.915). Teknik analisis data menggunakan regresi sederhana untuk menguji hipotesis alternatif bahwa *perceived organizational support* memiliki hipotesis alternatif bahwa *perceived organizational support* memiliki pengaruh positif yang signifikan terhadap *employee engagement*. Hasil penelitian ini menunjukkan $p\text{-value} < 0.000$, yang berarti hipotesis diterima. Temuan ini mengindikasikan bahwa *perceived organizational support* berperan penting dalam meningkatkan *employee engagement*, sehingga sekolah perlu memperkuat praktik keadilan, apresiasi, dan dukungan terhadap guru secara berkesinambungan.

Kata Kunci: *employee engagement, perceived organizational support, guru SD.*

1. Peneliti
2. Dosen Pembimbing 1
3. Dosen Pembimbing 2

**THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT ON
THE EMPLOYEE ENGAGEMENT OF PUBLIC ELEMENTARY SCHOOL
TEACHERS IN JAMBESARI DARUSSHOLAH**

Reza Damayanti Musafiroh¹, Danan Satiryo Wibowo², Januariya Laili³

ABSTRACT

Employee engagement is a condition of positive thinking characterized by vigor, dedication, and absorption, which plays an important role in supporting teachers' optimal performance. High work engagement is influenced by various factors, one of which is perceived organizational support (POS), which refers to the extent to which individuals feel that the organization values their well-being. This study aims to determine the effect of perceived organizational support on the employee engagement of elementary school teachers at Jambesari Darussolah. This research uses a correlational quantitative approach, with the subject being 131 teachers, through saturated sampling. The instrument used are the POS scale (27 items, reliability = 0.890), and the UWES scale (17 items, reliability = 0.915). The data analysis technique using simple regression to test the alternative hypothesis that perceived organizational support has a significant positive effect on employee engagement. The results of this study show a p-value < 0,000, which means the hypothesis is accepted. These findings indicate that perceived organizational support plays a crucial role in enhancing employee engagement, thus schools need to strengthen practices of fairness, appreciation, and continuous support for teachers.

Keywords: *employee engagement, perceived organizational support, elementary school teacher.*

1. *Researcher*
2. *Supervisor I*
3. *Supervisor II*