

THE INFLUENCE OF SELF EFFICACY AND PERCEIVED ORGANIZATIONAL SUPPORT ON WORK ENGAGEMENT

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Abstract

This research aims to examine the influence of self efficacy and perceived organizational support on work engagement and to determine the intervention program will be implemented. Self efficacy is the individual's belief in ability to work, perceived organizational support is the individual's perception of the organization's support, while work engagement is the condition of positive affection and motivation in working. Research subjects are employee of PT. X in Cibinong which amounted to 76 respondents.

The research method used was quantitative research methods. The data was collected using a questionnaire filled out by the respondents directly. Based on the results of data analysis using multiple regression techniques, it is known that self efficacy have a significant effect on work engagement ($R^2=0.127$, $p=0.002$), perceived organizational support have a significant effect on work engagement ($R^2=0.179$, $p=0.000$), self efficacy and perceived organizational support have a significant effect on work engagement ($R^2=0.313$, $p=0.000$), and sub-dimensions of supervisor support requires further intervention by using the Situational Leadership Training method.

Key words: self efficacy, perceived organizational support, work engagement

References : 22 (1986-2011)