

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *WORKPLACE WELL-BEING* PADA KARYAWAN PT FRITTO CHICKEN INDONESIA DI KOTA MEDAN

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INTISARI

Penelitian ini bertujuan untuk mengetahui serta menguji korelasi *Perceived Organizational Support* (POS) dengan *Workplace Well-being*. Subjek penelitian pada studi ini adalah 127 karyawan PT Fritto Chicken Indonesia di Kota Medan, yang dipilih dengan menggunakan teknik purposive sampling. Data dikumpulkan dengan memakai teknik kuesioner yang terdiri dari skala *Perceived Organizational Support* (POS) dan skala *Workplace Well-being*. Hipotesis yang diajukan dalam penelitian ini yaitu adanya hubungan positif antara *Perceived Organizational Support* (POS) dengan *Workplace Well-being* pada karyawan PT Fritto Chicken Indonesia di Kota Medan. Perhitungan dilakukan melalui uji analisis korelasi *Pearson Product Moment* melalui bantuan *IBM SPSS Statistics 25*. Temuan analisis data menunjukkan koefisien korelasi sebesar 0,256 dengan tingkat signifikansi 0,004 ($p < 0,05$), memperlihatkan jika ada hubungan positif yang signifikan antara *Perceived Organizational Support* (POS) dengan *Workplace Well being* (WB) dengan arti bahwa semakin tinggi *Perceived Organizational Support* (POS), maka semakin tinggi juga *Workplace Well-being* karyawan serta berlaku pula sebaliknya. Serta menunjukkan koefisien determinasi variabel POS dan WB bernilai 0.066 yang memiliki arti kalau POS berkontribusi sebanyak 6.6% terhadap WB dan 93.4% sisanya dipengaruhi oleh faktor lain. Melalui temuan studi ini, bisa diambil simpulan bahwa hipotesis dalam penelitian ini diterima.

Kata kunci : POS, *Workplace Well-being*

THE RELATION BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORKPLACE WELL-BEING ON PT FRITTO CHICKEN INDONESIA EMPLOYEES IN MEDAN CITY

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ABSTRACT

This study aims to identify and examine the correlation between Perceived Organizational Support (POS) and Workplace Well-being. The research subjects were 127 employees of PT Fritto Chicken Indonesia in Medan, selected using a purposive sampling techniques. Data were collected through questionnaires consisting of the Perceived Organizational Support (POS) scale and the Workplace Well-being scale, respectively. The hypothesis proposed in this study is that there is a positive relationship between Perceived Organizational Support (POS) and Workplace Well-being among employees of PT Fritto Chicken Indonesia in Medan. The analysis was conducted using the Pearson Product-Moment correlation test with IBM SPSS Statistics 25. The findings revealed a correlation coefficient of 0.256 with a significance level of 0.004 ($p < 0.05$), indicating a significant positive relationship between Perceived Organizational Support (POS) and Workplace Well-being. This means that the higher the Perceived Organizational Support (POS), the higher the employees Workplace Well-being, and vice versa. Furthermore, the coefficient of determination for the variables POS and WB was 0.066, indicating that POS contributes 6.6% to WB, while the remaining 93.4% is influenced by other factors. Based on these findings, it can be concluded that the hypothesis of this study is accepted.

Keywords : Perceived Organizational Support, Workplace Well-being