

**KAJIAN PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN
KEADILAN ORGANISASI TERHADAP *WORK ENGAGEMENT*
PERAWAT DI RUMAH SAKIT XYZ TANGERANG DENGAN FAKTOR
PERANTARA KEPERCAYAAN ORGANISASIONAL**

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ABSTRAK

Work engagement menjadi perhatian utama bagi manajemen sumber daya manusia RS XYZ di Tangerang dalam rangka meningkatkan kinerja profesi keperawatan. Penelitian ini bertujuan untuk mempelajari pengaruh *perceived organizational support* dan keadilan organisasi terhadap *work engagement* dengan faktor perantara kepercayaan organisasional. Penelitian kuantitatif asosiatif ini dilakukan terhadap 96 perawat di RS.XYZ Tangerang pada Maret 2021, dengan data primer yang diperoleh dengan cara survey. Instrumen penelitian yang digunakan adalah *Utrecht Work Engagement Scale (UWES)*, *The Survey of Perceived Organizational Support (SPOS)*, *Measures of Trust, Trustworthines, and Performance Appraisal Perceptions*, dan *Organizational Justice Survey*. Metode analisis data yang digunakan adalah *Path Analysis*. Hasil penelitian ini menemukan bahwa terdapat pengaruh positif signifikan *perceived organizational support* terhadap *work engagement* melalui kepercayaan organisasional sebagai faktor perantara dan pengaruh positif signifikan keadilan organisasi terhadap *work engagement* melalui kepercayaan organisasional sebagai faktor perantara, serta pengaruh positif kepercayaan organisasional terhadap *work engagement*. Ditemukan juga pengaruh positif *perceived organizational support* dan keadilan organisasi terhadap kepercayaan organisasional. Sehingga meningkatkan kepercayaan organisasional, *perceived organizational support*, dan keadilan organisasi akan meningkatkan *work engagement* keperawatan.

Kata kunci: ***Perceived organizational support*, keadilan organisasi, kepercayaan organisasional, *work engagement*.**

STUDY ON THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL JUSTICE ON NURSES WORK ENGAGEMENT IN XYZ HOSPITAL TANGERANG WITH INTERMEDIATE FACTORS OF ORGANIZATIONAL TRUST

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ABSTRACT

Work engagement is major concern for human resource management at XYZ Hospital Tangerang in order to improve performance of nursing profession. This study aims to study the effect of perceived organizational support and organizational justice on work engagement with intermediary factors of organizational trust. Quantitative associative research was conducted on 96 nurses in the hospital. XYZ Tangerang in March 2021, with primary data obtained by survey. The research instruments used are Utrecht Work Engagement Scale (UWES), The Survey of Perceived Organizational Support (SPOS), Measures of Trust, Trustworthines, and Performance Appraisal Perceptions, and Organizational Justice Survey. The data analysis method used is Path Analysis. The results of this study found that there was a significant positive effect of perceived organizational support on work engagement through organizational trust as an intermediary factor and a significant positive effect of organizational justice on work engagement through organizational trust as an intermediary factor, as well as a positive influence of organizational trust on work engagement. It was also found that the positive effect of perceived organizational support and organizational justice on organizational trust was found. Thus increasing organizational trust, perceived organizational support, and organizational justice will increase nursing work engagement

Keywords: *Perceived Organizational Support, Organizational Justice, Organizational Trust, Work Engagement.*