

The Mediating role of Work Engagement Between Perceived Organizational Support and Organizational Commitment at PT. XYZ

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ABSTRACT

The aim of this research is to find out the mediating role of work engagement between perceived organizational support towards organizational commitment at PT. XYZ. Perceived organizational support explained as perception of employees about the extent to which organization assess contribution, providing support, and cares on their welfare. Commitment organizational is characteristic of relations between employee and organization and have implication termination individuals to fo its membership in organize. Then, work engagement is a positive, work-related state of well-being or characterized by high levels of energy and identification to employees. The subject in this research are 31 employees of PT. XYZ and has worked at least for six months, The data were taken by questionnaires and data processing using multiple linear regression. The result of this research show score $\beta=0,481$, $p<0,05$. It means that work engagement as mediator between perceived organizational support and organizational commitment at PT. XYZ.

Keywords: Perceived Organizational Support, Organizational Commitment, Work Engagement