**ANALISIS *PERCEIVED ORGANIZATION SUPPORT* PADA KARYAWAN PT PEGADAIAN UPC GODEAN SLEMAN**

**Ervina Dwi Romadhoni**

# Abstrak

Penelitian ini bertujuan untuk mengetahui *perceived organization support* pada karyawan PT Pegadaian UPC Godean Sleman. Metode pengumpulan data yang digunakan adalah kuisoner, dengan pengambilan sampel yaitu menggunakan metode *sampling* jenuh dimana seluruh populasi dijadikan sebagai responden. Analisis data yang digunakan adalah uji instrument penelitian dan rata-rata hitung. Hasil analisis data *perceived organization support* dapat diketahui berdasarkan nilai rata-rata hitung dari 4 dimensi yaitu keadilan, dukungan pemimpin, imbalan organisasi dan kondisi kerja. Dimensi keadilan memiliki nilai rata-rata hitung sebesar 2,93 (S), dimensi dukungan pemimpin memiliki nilai rata-rata hitung sebesar 3,73 (SS), dimensi imbalan organisasi memiliki nilai rata-rata hitung sebesar 3,71 (SS) dan dimensi kondisi kerja memiliki nilai rat-rata hitung sebesar 3,15 (S). Secara keseluruhan *perceived organization support* memiliki nilai rata-rata hitung sebesar 3,38 (SS)yang memiliki arti karyawan PT Pegadaian UPC Godean Sleman merasa sangat setuju bahwa perusahaan memberikan dukungan yang meliputi empat dimensi antara lain keadilan, dukungan pemimpin, imbalan organisasi dan kondisi kerja.

**Kata Kunci:** *Perceived Organization Support, Keadilan, Dukungan Pemimpin, Imbalan Organisasi, Kondisi Kerja*



***ANALYSIS OF PERCEIVED ORGANIZATION SUPPORT FOR EMPLOYEES AT PT PEGADAIAN UPC GODEAN SLEMAN***

***Ervina Dwi Romadhoni***

# *Abstract*

*This study aims to know perceived organization support for employee of PT Pegadaian UPC Godean Sleman. The data collection method used was a questionnaire by taking a sample using the saturated sampling method where the entire population as respondents. The data analysis techniques used are the research instrument test and arithmetic mean. The results of the perceived organization support data analysis can be known by the average value of the four dimensions that is fairness, leader support, reward organization and working condition. The dimension fairness has an average value of 2,93 (S), the dimension leader support has an average value of 3,73 (SS), the dimension organization reward has an average value of 3,71 (SS) and the dimension working condition has an average value of 3,15 (S). The overall perceived organization support has an average value of 3,38 (SS) which means that the employee of PT Pegadaian UPC Godean Sleman absolutely agree that the company provides supports of the four dimensions that is fairness, leader support, organization support and comfortable working conditions.*

***Keywords****: Perceived Organization Support, Fairness, Leader Support, Reward Organization, Working Condition*