

**PENGARUH *COMMUNICATION* TERHADAP *WORKFORCE AGILITY*  
YANG DI MODERASI *PERCEIVED ORGANIZATIONAL SUPPORT* PADA  
PERUSAHAAN *OUTSOURCING* DI WILAYAH SLEMAN**

**Tika Sri Wahyuni**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh *communication* terhadap *workforce agility* pada karyawan *outsourcing* di wilayah sleman, untuk mengetahui pengaruh *perceived organizational support* terhadap *workforce agility* pada karyawan *outsourcing* di wilayah sleman, untuk mengetahui pengaruh *communication* terhadap *workforce agility* yang dimoderasi oleh *perceived organizational support* pada karyawan *outsourcing* di wilayah sleman. Sleman, sebagai salah satu kawasan yang berkembang pesat di provinsi Daerah Istimewa Yogyakarta, Hal ini selaras dengan kondisi ketenagakerjaan di Sleman, di mana sebagian besar penduduk bekerja dalam sektor formal yang ditandai oleh hubungan kerja yang lebih terstruktur dan kontraktual. Pekerjaan formal ini mencakup kategori buruh/karyawan/pegawai yang umumnya berada dalam naungan organisasi atau perusahaan, termasuk layanan alih daya (*outsourcing*), dan menjadi indikator kuat bahwa dinamika ketenagakerjaan di Sleman sangat mendukung keberadaan perusahaan penyedia tenaga kerja profesional. Penelitian ini menggunakan pendekatan kuantitatif. Subjek dalam penelitian ini adalah karyawan *outsourcing* yang berjumlah 97 orang yang diambil melalui Teknik *sampling purposive*. Teknik analisis data dalam penelitian ini menggunakan teknik regresi linier sederhana dan *Moderated Regression Analysis* (MRA). Hasil penelitian menunjukkan terdapat pengaruh yang positif dan signifikan antara *communication* terhadap *workforce agility* pada karyawan *outsourcing* di wilayah sleman, dengan sumbangan sebesar 35%. Terdapat pengaruh yang positif dan signifikan antara *perceived organizational support* terhadap *workforce agility* pada karyawan *outsourcing* di wilayah sleman, dengan sumbangan sebesar 18,6%. Terdapat pengaruh yang positif dan signifikan *communication* terhadap *workforce agility* yang moderasi oleh *perceived organizational support* pada karyawan *outsourcing* di wilayah sleman, dengan sumbangan sebesar 55%.

**Kata Kunci:** *Workforce Agility, Communication, Perceived Organizational Support*

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**THE INFLUENCE OF COMMUNICATION ON WORKFORCE AGILITY  
MODERATED BY PERCEIVED ORGANIZATIONAL SUPPORT IN  
OUTSOURCING COMPANIES IN THE SLEMAN AREA**

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***Abstract***

*This study aims to determine the effect of communication on workforce agility in outsourcing employees in the Sleman area, to determine the effect of perceived organizational support on workforce agility in outsourcing employees in the Sleman area, and to determine the effect of communication on workforce agility moderated by perceived organizational support in outsourcing employees in the Sleman area. Sleman is one of the rapidly developing areas in the Special Region of Yogyakarta province. This is in line with the employment conditions in Sleman, where most of the population works in the formal sector characterized by more structured and contractual employment relationships. This formal work includes the category of laborers/employees/staff who are generally under the auspices of organizations or companies, including outsourcing services, and is a strong indicator that the employment dynamics in Sleman strongly support the existence of professional labor provider companies. This study uses a quantitative approach. The subjects in this study were 97 outsourcing employees who were selected through purposive sampling techniques. The data analysis technique in this study used simple linear regression techniques and Moderated Regression Analysis (MRA). The results of the study showed a positive and significant influence between communication on workforce agility in outsourcing employees in the Sleman area, with a contribution of 35%. There was a positive and significant influence between perceived organizational support on workforce agility in outsourcing employees in the Sleman area, with a contribution of 18.6%. There was a positive and significant influence of communication on workforce agility moderated by perceived organizational support in outsourcing employees in the Sleman area, with a contribution of 55%.*

**Keywords:** *Workforce Agility, Communication, Perceived Organizational Support*