

ABSTRAK

Widya Rizka Arfy, 2020, Analisis Pengaruh Persepsi Dukungan Organisasi dan Kesejahteraan Psikologis Terhadap Kepuasan Kerja Pada PT. Exel Mandiri Inovasi Malang, Tesis, dibimbing oleh Dr. Hj. Iriani Ismail, Dra., M.M dan Dr. A. Yahya Suryawinata, SE., M.Si.

Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh dari *perceived organizational support* dan *Psychological Well-Being* terhadap *Job Satisfaction* terhadap karyawan di PT. Exel Mandiri Inovasi di Malang. Teknik analisis data dalam penelitian ini dengan menggunakan regresi berganda dengan proses perhitungan yang dibantu program aplikasi software SPSS untuk mengolah data-data yang terkumpul. Jumlah sampel yang mendukung penelitian ini sejumlah 68 karyawan PT. Exel Mandiri Inovasi di Malang. Hasil perhitungan dan analisa data diperoleh hasil bahwa ada hubungan yang positif dan signifikan antara *perceived organizational support* dan *Job Satisfaction*, dan ada hubungan yang positif dan signifikan antara *Psychological Well-Being* dengan *Job Satisfaction*. Disamping itu, variabel persepsi dukungan organisasi dan variabel kesejahteraan psikologis secara simultan memberikan pengaruh signifikan terhadap kepuasan kerja.

Kata kunci: Persepsi dukungan organisasi, kesejahteraan psikologis, kepuasan kerja

ABSTRACT

Widya Rizka Arfy, 2020, Analysis of the Influence of Perception of Organizational Support and Psychological Well-being on Job Satisfaction at PT. Exel Mandiri Inovasi Malang, Thesis, guided by Dr. Hj. Iriani Ismail, Dra., M.M and Dr. A. Yahya Suryawinata, SE., M.Si.

This research was conducted to determine the effect of perceived organizational support and Psychological Well-Being on Job Satisfaction of employees at PT. Exel Mandiri Inovasi in Malang. Data analysis techniques in this study using multiple regression with the calculation process assisted by the SPSS software application program to process the collected data. The number of samples that support this research is 68 employees of PT. Exel Mandiri Inovasi in Malang. The results of calculations and data analysis showed that there was a positive and significant relationship between perceived organizational support and Job Satisfaction, and there was a positive and significant relationship between Psychological Well-Being and Job Satisfaction. Besides, the perceived organizational support and psychological well-being variables simultaneously have a significant influence on job satisfaction.

Keywords: Perceived organizational support, psychological well-being, job satisfaction