

HUBUNGAN *MINDFULNESS* DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *WORK ENGAGEMENT* PADA PEKERJA DI PT. X

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Abstrak

Work engagement merupakan kondisi psikologis positif yang mencerminkan keterlibatan dan dedikasi pekerja. Rendahnya *work engagement* dapat menurunkan produktivitas dan kesejahteraan psikologis. Penelitian ini bertujuan untuk menganalisis hubungan antara *mindfulness* dan *perceived organizational support* terhadap *work engagement* pada pekerja PT X tahun 2025. Penelitian kuantitatif dengan desain *cross-sectional* ini melibatkan 80 responden yang dipilih secara *purposive sampling*. Data dikumpulkan menggunakan kuesioner *Mindful Attention Awareness Scale* (MAAS), *Perceived Organizational Support Scale* (POS-8), dan *Utrecht Work Engagement Scale* (UWES-9). Analisis data menggunakan uji Chi-Square dan *Fisher's Exact*. Hasil menunjukkan sebagian besar responden memiliki *work engagement* (57,5%), *mindfulness* (60%), dan *perceived organizational support* (57,5%) yang rendah. Analisis bivariat membuktikan hubungan signifikan antara *mindfulness* dan *work engagement* ($p\text{-value}=0,040$; $POR=0,360$) serta antara *perceived organizational support* dan *work engagement* ($p\text{-value}=0,037$; $POR=2,618$). Simpulan penelitian ini menyatakan bahwa *mindfulness* dan *perceived organizational support* berhubungan signifikan dengan *work engagement*. Oleh karena itu, perusahaan disarankan untuk meningkatkan program pengembangan *mindfulness* dan memperkuat dukungan organisasi guna meningkatkan keterlibatan kerja dan kesejahteraan pekerja.

Kata Kunci : *work engagement, mindfulness, perceived organizational support, Pekerja*

THE RELATIONSHIP BETWEEN MINDFULNESS AND PERCEIVED ORGANIZATIONAL SUPPORT ON WORK ENGAGEMENT AMONG EMPLOYEES AT PT. X

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Abstract

Work engagement is a positive psychological condition that reflects employee involvement and dedication. Low work engagement can reduce productivity and psychological well-being. This study aims to analyze the relationship between mindfulness and perceived organizational support on work engagement among employees of PT X in 2025. This quantitative cross-sectional study involved 80 respondents selected through purposive sampling. Data were collected using the Mindful Attention Awareness Scale (MAAS), Perceived Organizational Support Scale (POS-8), and Utrecht Work Engagement Scale (UWES-9) questionnaires. Data analysis used the Chi-Square and Fisher's Exact tests. The results showed that most respondents had low work engagement (57.5%), mindfulness (60%), and perceived organizational support (57.5%). Bivariate analysis proved a significant relationship between mindfulness and work engagement ($p\text{-value}=0.040$; $OR=0.360$) and between perceived organizational support and work engagement ($p\text{-value}=0.037$; $OR=2.618$). The conclusion of this study states that mindfulness and perceived organizational support are significantly related to work engagement. Therefore, companies are advised to improve mindfulness development programs and strengthen organizational support to increase work engagement and employee well-being.

Keywords : work engagement, mindfulness, perceived organizational support, worker