

The Effects of Perceived Organizational Support, Self Efficacy on Work Behaviour and Work Engagement at Jakarta Transportation Department (Survey of Millenials Civil Employee)

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Abstract

Work engagement is an attitude that depicts an individual fully engaging with his or her work both emotionally and physically by exhibiting passionate, dedicated, and imaginary behaviour in doing the work. Many factors that can play a role in improving work engagement such as Perceived Organizational Support (POS), Self Efficacy and Work behaviour. The purPOSE of this quantitative research that aim to determine the influence of POS and Self Efficacy of work behaviour and work engagement. The millenial Civil employees of Jakarta Transportation Department became the population in this study. The number of samples used in this study was 87 respondents, using the simple random sampling method. Data his collected by distributing questionnaires. The analysis technique used is Structure Equation Models (SEM) with Partial Least (PLS). The result of this study indicate (1) pos has not effect on work engagement with a path coefficient of 0,083. (2) Self efficacy has not effect on work engagement with a path coefficient of 0,161. (3) pos has effect on work behaviour with a path coefficient of 0,178. (4) Self efficacy has an effect on work behaviour with a path coefficient of 0,717. (5) Work behaviour has an effect on work engagement with a path coefficient of 0,705.

Keywords: *Perceived Organizational Support, Self Efficacy, Work Behaviour, Work Engagement*

**Pengaruh *Perceived Organizational Support* dan *Self Efficacy*
terhadap Budaya Kerja dan *Work Engagement*
di Dinas Perhubungan Provinsi DKI Jakarta
(Pada ASN generasi Milenial)**

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Abstrak

Tujuan dari penelitian kuantitatif ini adalah untuk mengetahui pengaruh *Perceived Organizational support*, *Self Efficacy* terhadap Budaya Kerja dan *Work Engagement*. ASN milenial Dishub Jakarta menjadi populasi pada penelitian ini. Jumlah sampel yang digunakan dalam penelitian ini sejumlah 78 responden, dengan menggunakan metode *simple random sampling*. Pengambilan data dilakukan dengan menyebarkan kuesioner yang dibagikan melalui *google form*. Teknik analisis penelitian ini menggunakan analisis *Structure Equation Models* (SEM) dengan menggunakan *Partial Least* (PLS). Penelitian ini menunjukkan bahwa (1) POS tidak berpengaruh terhadap *work engagement* dengan nilai koefisien jalur sebesar 0,083. (2) *Self efficacy* tidak berpengaruh terhadap *work engagement* dengan nilai koefisien jalur sebesar 0,161. (3) POS berpengaruh signifikan terhadap Budaya kerja dengan nilai koefisien jalur sebesar 0,173. (4) *Self efficacy* berpengaruh signifikan terhadap Budaya kerja dengan nilai koefisien jalur sebesar 0,717. (5) Budaya kerja berpengaruh signifikan terhadap *work engagement* dengan nilai koefisien jalur sebesar 0,705.

Kata Kunci : *Perceived Organizational Support*, *Self efficacy*, Budaya Kerja, *Work Engagement*