

ABSTRAK

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *ONBOARDING PROGRAM* TERHADAP *EMPLOYEE ENGAGEMENT*

(Studi pada Karyawan Baru Bank BTPN Syariah Kantor Fungsional Operasional
(KFO) Tasikmalaya)

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Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *Perceived Organizational Support* dan *Onboarding Program* terhadap *Employee Engagement* karyawan baru pada Bank BTPN Syariah KFO Tasikmalaya. Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif. Teknik pengambilan sampel menggunakan teknik sensus, dengan jumlah responden sebanyak 73 karyawan baru. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner, serta didukung oleh studi pustaka. Alat analisis yang digunakan adalah analisis *jalur (path analysis)*. Hasil penelitian menunjukkan bahwa *Perceived Organizational Support* dan *Onboarding Program* berpengaruh terhadap *Employee Engagement* baik secara langsung maupun tidak langsung. Hal ini menunjukkan bahwa semakin baik dukungan organisasi yang dirasakan serta semakin efektif pelaksanaan *onboarding program*, maka tingkat keterikatan karyawan baru dalam pekerjaan akan semakin meningkat.

Kata Kunci: persepsi dukungan organisasi, *onboarding program* keterikatan karyawan

ABSTRACT

The Effect of Perceived Organizational Support and Onboarding Program on Employee Engagement

(A Study on New Employees at Bank BTPN Syariah Operational Functional Office (KFO) Tasikmalaya)

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The purpose of this study was to determine and analyze the effect of Perceived Organizational Support and Onboarding Program on Employee Engagement among new employees at Bank BTPN Syariah KFO Tasikmalaya. The research method used was a survey method with a quantitative approach. The sampling technique employed was a census technique, involving 73 new employees as respondents. Data collection techniques were carried out through questionnaire distribution and supported by literature study. The analytical tool used in this research was path analysis. The results showed that Perceived Organizational Support and Onboarding Program had an effect on Employee Engagement, both directly and indirectly. This indicates that the better the organizational support perceived by employees and the more effective the implementation of the onboarding program, the higher the level of employee engagement among new employees in their work.

Keywords: *perceived organizational support, onboarding program, employee engagement*