

## ABSTRAK

**Dwike Rizky Andadari (1102781), Hubungan *Family Supportive Supervisory Behaviors* dan *Trust In Supervisor* dengan *Employee Engagement* (Studi Korelasional Pada Karyawan BUMN dan BUMS), Skripsi, Departemen Psikologi, FIP UPI, Bandung (2015)**

Penelitian ini bertujuan untuk mengetahui hubungan *Family Supportive Supervisory Behaviors* dan *Trust In Supervisor* dengan *Employee Engagement* pada karyawan BUMN dan BUMS. Peneliti tertarik melakukan penelitian ini karena banyaknya permasalahan yang terjadi sebagai akibat dari konflik antara pekerjaan dan keluarga. Supervisor yang dipercaya harus mampu menerapkan kebijakan dan memberikan dukungan terhadap isu-isu di luar pekerjaan salah satunya isu keluarga menunjukkan dampak yang positif dan membawa manfaat bagi *outcomes* individu secara keseluruhan termasuk didalamnya *engagement* karyawan. Penelitian ini menggunakan pendekatan kuantitatif yang berfokus pada penelitian korelasional dan menggunakan kuesioner sebagai alat pengumpul data. Pengambilan sampel dilakukan dengan *sampling purposive*. Sampel dalam penelitian ini yaitu 238 karyawan yang bekerja di perusahaan BUMN dan BUMS. Adapun teknik analisis data yang digunakan ialah korelasi *Spearman's Rho*. Hasil penelitian menunjukkan adanya perbedaan hasil antara karyawan BUMN dan BUMS. Hasil uji korelasi FSSB dengan *Employee Engagement* pada karyawan BUMS menunjukkan korelasi yang rendah antara keduanya ( $r_s=0,376$ ), sedangkan pada karyawan BUMN tidak terdapat korelasi antara keduanya ( $r_s=0,063$ ). Hasil uji korelasi *Trust In Supervisor* dengan *Employee Engagement* pada karyawan BUMN menunjukkan korelasi rendah ( $r_s=0,230$ ), sedangkan pada karyawan BUMS menunjukkan korelasi yang cukup tinggi ( $r_s=0,465$ ) pada kedua variabel. Penelitian ini juga menghasilkan korelasi yang tinggi antara FSSB dengan *Trust* baik pada karyawan BUMN ( $r_s=0,698$ ) maupun karyawan BUMS ( $r_s=0,822$ ). Dengan demikian, dapat disimpulkan bahwa *Employee Engagement* dapat ditingkatkan melalui dukungan dari pemimpin dan kepercayaan karyawan terhadap pemimpinnya, sedangkan *Family Supportive Supervisory Behaviors* akan tercipta ketika karyawan memiliki kepercayaan pada pemimpinnya.

**Kata kunci:** *Family Supportive Supervisory Behaviors* (FSSB), *Trust In Supervisor*, *Employee Engagement*

## ABSTRACT

**Dwike Rizky Andadari (1102781), *The Relationship Between Family Supportive Supervisory Behaviors, Trust In Supervisor And Employee Engagement (Correlational Study Among BUMN And BUMS Workers)*, Skripsi, Departemen Psikologi, FIP UPI, Bandung (2015)**

*This research aims to find out the relationship between Family Supportive Supervisory Behaviors & Trust in Supervisor and Employee Engagement among BUMN and BUMS workers. The researcher is interested in doing this research because there are many problems that happen as the impact of the conflict between the worker's jobs and their families. The trusted supervisor has to be able to make a right policy to give support for the issues such as family issue and show a positive impact also bring advantages for individual outcomes including workers engagement. The methodology which is used in this research is quantitative method which focuses on a correlation research and uses questionnaire to collect the data. The sample is taken with sampling purposive. The sample for this research is 238 BUMN and BUMS workers. The technique which is used to analyze the data for this research is correlation Spearman's Rho. The research shows different result between BUMN and BUMS workers. The result of FSSB correlation with Employee Engagement of BUMS workers shows low correlation ( $r_s=0,376$ ), meanwhile there is no correlation between the two among BUMN workers ( $r_s=0,063$ ). The result of correlation Trust In Supervisor with Employee Engagement among BUMN workers shows low correlation ( $r_s=0,230$ ), on the other hand, among BUMS workers there is high correlation ( $r_s=0,465$ ) between the two variables. This research also shows the high correlation between the FSSB and Trust In Supervisor among BUMN workers ( $r_s=0,698$ ) as well as BUMS workers ( $r_s=0,822$ ). Thus, it can be concluded that Employee Engagement can be increased through the support from the leaders and the trust of the workers towards their leaders. Meanwhile, Family Supportive Supervisory Behaviors will be created when the workers put their trust in their leaders.*

**Keyword:** *Family Supportive Supervisory Behaviors (FSSB), Trust In Supervisor, Employee Engagement*