

ABSTRACT

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THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND SERVANT LEADERSHIP ON TEACHERS' WORK ENGAGEMENT MEDIATED BY MEANINGFUL AT REGINA PACIS JAKARTA AND REGINA PACIS BOGOR SCHOOL

((XV + 119 pages; 19 figure; 16 tables; 13 attachments)

The influence of Perceived Organizational Support received by teachers can lead to greater Work Engagement in the organization. Teachers who are involved in their work can be determiners in turning their schools into successful and effective schools. Teachers' work engagement is related to some factors, including Perceived Organizational Support, Servant Leadership, and the mediating role of Meaningful work. The main objective of this study is to examine the effect of Perceived Organizational Support and Servant leadership on teachers' work engagement mediated by meaningful work at Regina Pacis Schools in Jakarta and Regina Pacis Bogor. The subjects in this study are 183 teachers who teach at Regina Pacis Schools in Jakarta and Regina Pacis School in Bogor. This study uses a path analysis design with a quantitative approach. The results obtained indicate that Perceived Organizational Support gives positive effects on work engagement, Servant Leadership gives positive effects on work engagement, Meaningful Work gives positive effects work engagement, Perceived Organizational Support gives positive effects on work engagement through meaningful work, and Servant Leadership give positive effects on work engagement through Meaningful Work.

Keywords: perceived organizational support, servant leadership, meaningful work, work engagement

References: 53 (2005 -2020)

ABSTRAK

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**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN
SERVANT LEADERSHIP TERHADAP *WORK ENGAGEMENT* GURU
DIMEDIASI OLEH *MEANINGFUL WORK* PADA SEKOLAH REGINA
PACIS JAKARTA DAN SEKOLAH REGINA PACIS BOGOR**

(XV + 119 halaman: 19 gambar; 16 tabel; 12 lampiran)

Pengaruh *Perceived Organizational Support* yang diterima oleh guru dapat menimbulkan *Work Engagement* lebih besar dalam organisasi. Guru yang terlibat dalam pekerjaannya dapat menjadi penentu dalam mengubah sekolahnya menjadi sekolah yang sukses dan efektif. *Work engagement* guru tersebut berhubungan dengan faktor, antara lain *Perceived Organizational Support*, *Servant Leadership* dan peran mediasi *Meaningful work*. Tujuan utama penelitian ini adalah untuk mengetahui pengaruh *Perceived Organizational Support* dan *Servant Leadership* terhadap *Work Engagement* dimediasi oleh *Meaningful work* guru di Sekolah Regina Pacis Jakarta dan Regina Pacis Bogor. Subyek yang diteliti yaitu 183 guru yang mengajar pada Sekolah Regina Pacis Jakarta dan Sekolah Regina Pacis Bogor.

Penelitian ini menggunakan desain analisis jalur dengan pendekatan kuantitatif. Hasilnya diperoleh bahwa *Perceived Organizational Support* berpengaruh positif terhadap *work engagement* guru, *servant leadership* berpengaruh positif terhadap *work engagement*, *meaningful work* mempengaruhi *work engagement* secara positif, *perceived organizational support* berpengaruh positif terhadap *work engagement* melalui *meaningful work* dan *servant leadership* berpengaruh positif terhadap *work engagement* melalui *meaningful work*.

Kata Kunci : *perceived organizational support*, *Servant leadership*, *menaningful work*, *work engagement*

Referensi: 53 (2005 -2020)