

ABSTRAK

Nama : Maisyarah Br. Sitepu
Program Studi : Manajemen
Judul : Pengaruh *Perceived Organizational Support (POS)*, *Job Demand* dan *Job Satisfaction* Terhadap *Work Engagement* Pada Karyawan PT. Surya Madistrindo AO Lhokseumawe

Penelitian ini bertujuan untuk mengetahui pengaruh *Job Satisfaction (POS)*, *Job Demand* dan *Job Satisfaction* terhadap *Work Engagement* pada PT. Surya Madistrindo AO Lhokseumawe, metode yang digunakan dalam penelitian ini menggunakan metode kuantitatif dan populasi ada penelitian ini seluruh karyawan yang bekerja di PT Surya Madistrindo AO Lhokseumawe dengan sampel sebanyak 85 responden menggunakan teknik *simple random sampling*. Metode pengumpulan data menggunakan kuesioner yang diberikan kepada karyawan, analisis data yang digunakan dalam penelitian ini menggunakan regresi linear berganda dengan alat analisis menggunakan SPSS versi 25. Hasil penelitian menunjukkan hasil secara parsial bahwa *Perceived Organizational Support* berpengaruh secara positif dan signifikan terhadap *work Engagement*, *Job demand* tidak berpengaruh terhadap *work Engagement* dan *job satisfaction* berpengaruh secara positif dan signifikan terhadap *work Engagement* pada PT. Surya Madistrindo AO Lhokseumawe.

Kata Kunci: *Perceived Organizational Support (POS)*, *Job Demand*, *Job Satisfaction*, *Work Engagement*

ABSTRACT

Name : Maisyarah Br. Sitepu
Study Program : Management
Title : *The Effect of Perceived Organizational Support (POS), Job Demand and Job Satisfaction on Work Engagementt in Employees of PT Surya Madistrindo AO Lhokseumawe.*

This study aims to determine the effect of Job Satisfaction (POS), Job Demand and Job Satisfaction on Work Engagementt at PT Surya Madistrindo AO Lhokseumawe, the method used in this study uses quantitative methods and the population there is this research all employees who work at PT Surya Madistrindo AO Lhokseumawe with a sample of 85 respondents using simple random sampling technique. The data collection method uses a questionnaire given to employees, the data analysis used in this study uses multiple linear regression with the analysis tool using SPSS version 25. The results showed partial results that Perceived Organizational Support has a positive and significant effect on work Engagementt, Job demand has no effect on work Engagementt and job satisfaction has a positive and significant effect on work Engagementt at PT Surya Madistrindo AO Lhokseumawe.

Key Words: *Perceived Organizational Support (POS), Job Demand, Job Satisfaction, Work Engagementt*