

The Influence of Work Engagement and Perceived Organizational Support on Organizational Commitment

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ABSTRACT

This study aims to determine the effect of the variables of Work Involvement and Perceived Organizational Support on Employee Organizational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency, either partially or simultaneously. This study uses a quantitative approach by collecting data through survey methods. The data collection technique used in this study was a questionnaire. The existing population is employees of the Banyuasin Regency Regional Financial and Asset Management Agency (BPKAD), totaling 56 employees. This research uses saturation sampling technique. So that will be used as samples in this study are all of the population taken, namely all employees of the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency, totaling 56 people. Based on the results of data analysis, the results of this study indicate that there is an influence of the variables of Work Involvement and Perceived Organizational Support on Employee Organizational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD) both partially and simultaneously. Based on the results of the calculation of the Coefficient of Determination, it can be concluded that there is 66.9% influence produced by the variables of Work Involvement and Perceived Organizational Support on Organisational Commitment.

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1. INTRODUCTION

Human Resources (HR) is a very important part of how an organisation will grow and change in the future. Whether an organisation meets its goals or not depends on how well its Human Resources (HR) and employees do their jobs. HR is needed to continuously build organisational capabilities proactively. Today, organisations need people who can continuously improve and are willing and able to help the organisation in any situation. In this way, the trust that the organisation

places in employees will be returned by employees who get better at what they do. The importance of commitment for each employee to the organisation in order to achieve what is desired together.

Every organisation would want all its employees to have high organisational commitment to the organisation. But in reality, high organisational commitment is not solely owned by all employees. Many employees have low commitment to the organisation where they work. This has an impact on the low quality and loyalty to the organisation (Arasanmi & Krishna, 2019).

Emotional support in organisations is critical to changing the way employees act. Organisational support is how employees think their organisation supports them in a way that matches their norms, desires, and expectations when they work there (Asrunputri, 2018). In this case, the way employees are treated at work can show how committed they are to the organisation, which is shown by their improved performance. Highly committed employees will always try to do their best, while less committed employees will not always try to do their best.

Many factors are related to organisational commitment, including Perceived organizational support (POS) and work engagement. According to Tanjung (2019), one of the factors that influence organisational commitment is work engagement, based on the fact that work engagement is a participatory process that uses employee input and is intended to increase employee commitment to organisational success. According to Anggereyni (2020) work involvement is the intensity at which individuals are actively involved in their work, psychologically identify themselves with their work, and realise that their work performance is important for their self-esteem. Asrunputri (2018) also explains that employees who have high work involvement tend to care about their work. With the existence of work involvement and employee organisational commitment, it can increase progress for the organisation.

Perceived organizational support (POS) is very supportive and important for employees in seeing and feeling confidence and trust in their organisation so that it can have a mutually beneficial impact between individuals and their organisations. As explained by Suhardi (2021) that many factors are related to organisational commitment, including Perceived organizational support and work involvement. Perceived organizational support is very supportive and important for employees in seeing and feeling confidence and trust in their organisation so that it can have a mutually beneficial impact between individuals and their organisations.

The research gap is obtained based on the results of previous research conducted by Maryani (2018), Tanjung (2019), Suhardi (2021), Sari and Amri (2022) and Asrunputri (2018) that work involvement affects organisational commitment. The higher the level of work involvement, the higher the organisational commitment. However, it is known that there is a research gap as shown by the results of research conducted by Yuningsih (2022) and Rikmaratri and Prohimi (2018) that there is no significant influence between work involvement on organisational commitment.

In addition, the results of research conducted by Arasanmi & Krishna (2019), Pratiwi & Muzakki (2021), Didanvy (2022), Suhardi (2021), Asrunputri (2018) show that Perceived organizational support has a positive effect on organisational commitment. This means that if the organisation shows support and concern for employee welfare, then employee commitment tends to be good. However, it is known that there is a research gap indicated by the results of research conducted by Risdayanti and Budiono (2018) that there is no significant influence between Perceived organizational support on organisational commitment.

There is an interrelated phenomenon between work involvement, perceived organisational support and employee organisational commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency. Based on the results of interviews conducted with BPKAD employees, there is a problem of division of labor that is relatively not in accordance with the organisational structure in the organisation, the occurrence of task imbalances between each employee this causes a slow pace in completing employee tasks in the organisation, hence the lack of a sense of responsibility from employees in completing their duties if there is an internal or external examination from the organisation. This task imbalance can occur due to the low responsibility of employees for their work, especially employees with certain positions, some employees with certain positions are more often hands off and only tell staff who are mostly honorary staff with a high school education level or do not have special competence towards the assigned work to complete the work rather than participate directly in doing the work according to their responsibilities and competencies.

Based on this, the low responsibility of employees towards their work is a form of declining employee engagement with their organisation. Employees who neglect their responsibilities will hinder the organisation in achieving its goals. If employees have good work involvement with the organisation, then these employees will feel encouraged to be responsible for improving performance and working as well as possible for the benefit and progress of the organisation where they work.

Another phenomenon that often occurs also in organisations in assigning tasks, a leader to employees does not first assess whether it is good or bad or whether it is feasible or not in completing the assigned tasks, this is because there is no direct supervision from the leader. As explained by (Sari & Amri, 2022) that work involvement is the involvement of employees in the organisation that encourages them to contribute to organisational goals and various responsibilities for achieving goals.

There is an interrelated phenomenon between work involvement, perceived organisational support and employee organisational commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuwangi Regency. Based on the results of interviews conducted with BPKAD employees, there is a problem of division of labor that is relatively not in accordance with the organisational structure in the organisation, the occurrence of task imbalances between each employee this causes a slow pace in completing employee tasks in the organisation, hence the lack of a sense of responsibility from employees in completing their duties if there is an internal or external examination from the organisation. This task imbalance can occur due to the low responsibility of employees for their work, especially employees with certain positions, some employees with certain positions are more often hands off and only tell staff who are mostly honorary staff with a high school education level or do not have special competence towards the assigned work to complete the work rather than participate directly in doing the work according to their responsibilities and competencies. Based on this, the low responsibility of employees towards their work is a form of declining employee engagement with their organisation. Employees who neglect their responsibilities will hinder the organisation in achieving its goals. If employees have good work involvement with the organisation, then these employees will feel encouraged to be responsible for improving performance and working as well as possible for the benefit and progress of the organisation where they work.

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Based on the results of the interview, it is also known that the phenomenon related to Perceived organizational support (POS) or perceived organisational support is the lack of attention and support from the organisation for each employee. Organisational support for employees can be in the form of providing training and opportunities for employees to develop their careers. As explained by Asrunputri (2018) that according to organizational support theory, the effectiveness of employee behaviour that can affect organisational performance is determined by how employees perceive when receiving treatment from the organisation and how the organisation can meet employees' socio-emotional needs. When employees get good support from the organisation, employees will be able to produce more optimal work performance to help the organisation achieve its goals. As explained by Asrunputri (2018) that a high level of POS can create a sense of responsibility for employees. Employees will feel responsible to be able to contribute more to the organisation that has supported them. He will also feel obliged to repay his commitment to the organisation by showing behaviour that can support the achievement of organisational goals. According to Risdayanti dan Budiono (2018) that the impact of positive Perceived organizational support can reduce employees' intention to leave the organisation and turn into a commitment. Commitment is widely known as an important factor in showing how an organisation as a whole looks like. In this case, the aspect of job treatment is able to show the stage of employee commitment in the organisation which is shown by improved performance.

Based on this background and research gap, this study aims to determine whether or not there is an effect of work involvement and Perceived organizational support on organisational commitment in employees of the regional financial and asset management agency (BPKAD) of Banyuasin Regency.

2. RESEARCH METHOD

This type of research is quantitative, this research consists of 2 independent variables and 1 dependent variable. In this study, problems related to work involvement and Perceived organizational support will be discussed which directly influence employee organisational commitment.

The object of research that the author examines is employees of the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency. The time carried out in this study was for 6 months starting in September 2022. The research will be conducted at the Banyuasin Regency Financial and Asset Management Agency (BPKAD) which is located at the Office Complex Jl. A. Rachman Tamim No. 15 Pangkalan Balai, South Sumatra.

The type of data is divided into two, namely quantitative data and qualitative data. The quantitative data of this study is in the form of a questionnaire made using the help of google form by providing a link that will be distributed to employees of the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency. The definition of qualitative data according to Sugiyono (2015) is data in the form of words, schemes, and images. This research qualitative data is in the form of names and addresses of research objects.

The primary data of this research was collected by distributing questionnaires to employees of the Banyuasin Regency Regional Financial and Asset Management Agency (BPKAD). This questionnaire uses a closed question model, namely by asking respondents to choose one of the answers provided in each question. In this study, closed questions were made using a Likert scale. Secondary data is a data source that does not directly provide data to data collectors, for example through other people or through documents. This data is obtained to complement the primary data obtained, among others through records owned by agencies such as the number of employees, organisational structure, as well as literature, previous research and literature reviews that are relevant and support this research.

Data collection techniques with questionnaire techniques or questionnaires made using the help of google form by providing links that will be distributed on social media. Furthermore, the measurement in this study uses a Likert scale.

In this study, the population was employees of the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency, totalling 56 employees. This study can use a sample taken from that population. The sample criteria used in this study were employees who worked at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency, totalling 56 employees. In this study, sampling techniques can basically be grouped into two, namely probability sampling and non-probability sampling. The technique in this study will use data processing with SPSS.

3. RESULTS AND DISCUSSIONS

3.1 Validity and Reliability Test

The following are the results of the Validity and Reliability Test data processing from the data that has been obtained. The validity test results use Pearson product moment and the reliability of the research instrument using the Cronbach Alpha formula, the statement items are declared valid if the significant level is ≤ 0.05 . Validity testing is done using the SPSS programme. In the reliability test, if the Cronbach alpha value is > 0.60 , it is declared reliable (Sugiyono, 2018). The results of the validity test and reliability test of the Work Engagement (X1) and Perceived organizational support (X2) variables on Employee Organizational Commitment (Y) can be seen in the following table:

Table 1. Validity and Reliability Test Results Variable X1

Variable	Item	R count	R table	Sig.	Desc	Cronbach Alpha	Desc
Work Engagement (X1)	X1.1	0,690	0,266	0,000	Valid	0,818	Reliable
	X1.2	0,637	0,266	0,000	Valid		
	X1.3	0,826	0,266	0,000	Valid		
	X1.4	0,717	0,266	0,000	Valid		
	X1.5	0,683	0,266	0,000	Valid		
	X1.6	0,620	0,266	0,000	Valid		
	X1.7	0,583	0,266	0,000	Valid		
	X1.8	0,580	0,266	0,000	Valid		

In Table 1. it can be seen that the results of the validity calculation on the Work Involvement variable (X1) with 8 statements. For the r value of the 95% confidence level or 5% significance (0.05). The significance results in the table above show that all statement items have an r value greater than r table (0.266) and a significant value that is less than 0.05, so that all statements are said to be valid. In addition, it is known that the research variable statements are reliable. This is indicated by the overall Cronbach Alpha value of the variables in the test is > 0.6. This shows that the research questionnaire used as a measuring tool is reliable.

Table 2. X2 Variable Validity and Reliability Test Results

Variable	Item	R count	R table	Sig.	Desc	Cronbach Alpha	Desc
Perceived organizational support (X2)	X2.1	0,688	0,266	0,000	Valid	0,802	Reliable
	X2.2	0,734	0,266	0,000	Valid		
	X2.3	0,725	0,266	0,000	Valid		
	X2.4	0,557	0,266	0,000	Valid		
	X2.5	0,660	0,266	0,000	Valid		
	X2.6	0,577	0,266	0,000	Valid		
	X2.7	0,647	0,266	0,000	Valid		
	X2.8	0,652	0,266	0,000	Valid		

In Table 2, above, it can be seen that the results of the validity calculation on the Perceived organizational support (X2) variable with 8 statements. For the r value of the 95% confidence level or 5% significance (0.05). The significance results in the table above show that all statement items have an r value greater than r table (0.266) and a significant value that is less than 0.05, so that all statements are said to be valid. In addition, it is known that the research variable statements are reliable. This is indicated by the overall Cronbach Alpha value of the variables in the test is > 0.6. This shows that the research questionnaire used as a measuring tool is reliable.

Table 3. Results of Validity and Reliability Test for Variable Y

Variable	Item	R count	R table	Sig.	Desc	Cronbach Alpha	Desc
Employee Organisational Commitment (Y)	Y.1	0,638	0,266	0,000	Valid	0,760	Reliable
	Y.2	0,698	0,266	0,000	Valid		
	Y.3	0,623	0,266	0,000	Valid		
	Y.4	0,494	0,266	0,000	Valid		
	Y.5	0,723	0,266	0,000	Valid		
	Y.6	0,590	0,266	0,000	Valid		
	Y.7	0,645	0,266	0,000	Valid		
	Y.8	0,456	0,266	0,000	Valid		

In Table 3, above, it can be seen that the results of the validity calculation on the Employee Organisational Commitment variable (Y) with 8 statements. For the r value of the 95% confidence level or 5% significance (0.05). The significance results in the table above show that all statement items have a calculated r value greater than the r table (0.266) and a significant value that is less than 0.05, so that all statements are said to be valid. In addition, it is known that the research variable statements are reliable. This is indicated by the overall Cronbach Alpha value of the variables in the test is > 0.6. This shows that the research questionnaire used as a measuring tool is reliable.

3.2 Classical Assumption Test Results

a. Normality Test Results

According to Priyanto (2018) data normality is the main requirement that must be met in parametric analysis. Data normality is important because with normally distributed data, the data is considered representative of the population. In this study, data normality was tested using the one sample kolmogorov-smirnov test. In the one sample kolmogorov-smirnov test, variables that have an asymptotic significance (2-tailed) above the significant level of 0.05 mean that these variables have a normal distribution and vice versa. The following are the results of the normality test that has been carried out:

Table 4. Normality Test Results

Model	Kolmogrov Smirnov Test
Constant	0,200
Work Engagement	
Perceived organizational support	

Based on the results above, the significance value is 0.200 which is greater than 0.05. These results mean that the research data is normally distributed.

b. Multicollinearity Test Results

Multicollinearity test is carried out by comparing the tolerance value and variance inflation factor (VIF) value with the required value. The required value for the tolerance value is greater than 0.01 and for the VIF value is less than 10 (Nasution, 2020). The following are the results of the multicollinearity test calculation:

Table 5. Multicollinearity Test Results

Model	Tolerance	VIF
Work Engagement	0,248	4,030
Perceived organizational support	0,248	4,030

Based on the calculation results in table 4.8 above, it can be seen that the tolerance value is > 0.1 and for the VIF value < 10. So it can be concluded that there are no multicollinearity symptoms in the research data.

c. Heteroscedasticity Test Results

According to Ghozali (2018) the heteroscedasticity test aims to test whether there is an inequality of variance from the residuals of one observation to another. A good regression model is that heteroscedasticity does not occur. This test is done by looking at the scatterplot graph where Y = SRESID and X = ZPRED. If there is no clear pattern, and the points spread above and below the number 0 on the Y axis, then the research data can be concluded that there are no symptoms of heteroscedasticity.

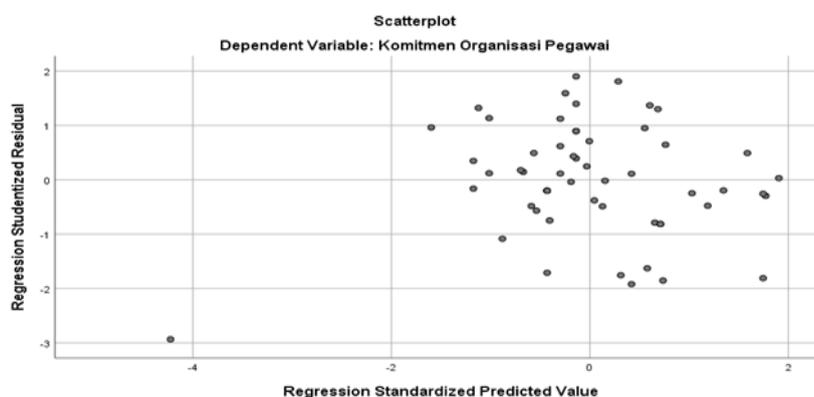


Figure 2. Scatterplot

Based on the results above, it can be seen that the points spread far from the yes axis and spread above and below the value of 0. In addition, if the distribution is not found to form certain

patterns. Thus it can be concluded that there are no symptoms of heteroscedasticity in the research data.

3.3 Results of Data Analysis and Hypothesis Testing

a. Multiple Linear Regression Test Results

The analysis technique used next is multiple regression. Data processing was carried out using the help of the SPSS 26 programme, which in the calculation obtained the following results:

Table 6. Multiple Linear Regression Test Results

Model	coefficients B	Std. Error
Constant	6,232	2,672
Work Engagement	0,445	0,158
<i>Perceived organizational support</i>	0,373	0,148

From table 6, the regression equation is obtained as follows:

$$Y = 6,232 + 0,445 X1 + 0,373 X2 + e$$

The above formula can be explained as follows:

- The constant value of 6.232 indicates that if Work Involvement and Perceived organizational support are 0, then the level of Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD) is 6.232.
- The coefficient value of Work Involvement is 0.445 with a positive value. This can be interpreted that every time there is an increase in Work Involvement by 1 time, the level of Employee Organisational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency will increase by 0.445.
- The coefficient value of Perceived organizational support is 0.373 with a positive value. This means that every time Occupational Health Safety increases by 1 time, the level of Employee Organisational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency will increase by 0.373.

3.4 Partial Test Results (t-Test)

The t test is used to determine whether or not there is a partial influence of one independent variable on the dependent variable. It is known that this study uses 3 variables and 56 respondent data, if referring to the t table distribution table, the t table value in this study with a significance level of 5% is 2.004. If $t \text{ count} > t \text{ table}$, then the independent variable partially (individually) has an influence on the dependent variable (hypothesis accepted). Meanwhile, if $t \text{ count} < t \text{ table}$, then the independent variable partially (individually) has no influence on the dependent variable (hypothesis rejected). The following are the results of the t test data processing:

Table 7. Partial Test Results (t-Test)

Model	t count	t table	Sig
Work Engagement	2,816	2,004	0,007
<i>Perceived organizational support</i>	2,517		0,015

The results of the above calculations can be explained as follows:

- The Work Involvement variable (X1) has a t count of 2.816 greater than the t table of 2.004 and a significance of 0.007 smaller than 0.05, which means that Work Involvement partially has a significant effect on Employee Organisational Commitment at the Banyuasin Regency Regional Financial and Asset Management Agency (BPKAD).
- The Perceived organizational support (X2) variable has a t count of 2.517 greater than the t table of 2.004 and a significance of 0.015 smaller than 0.05, which means that Perceived organizational support (X2) partially has a significant influence on Employee Organisational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency.

3.5 Simultaneous Test Results (F-Test)

The F-test aims to show whether all independent variables (Work Engagement and Perceived organizational support) have a joint (simultaneous) influence on the dependent variable (Employee Organisational Commitment). It is known that this study uses 3 variables and 56 respondent data, if referring to the F table distribution table, the F table value in this study with a significance level of 5% is 3.17. The following are the results of data processing for the F test:

Table 8. Simultaneous Test Results (F-Test)

Variable	F count	F table	Sig
Work Engagement and Perceived organizational support on Organisational Commitment	53,511	3,17	0,000

Based on table 8, the results of the F test above, it can be seen that the calculated F value is 53.511 which is greater than the F table (3.17) and the significance value is 0.000 which is smaller than 0.05 which means that Work Involvement and Perceived organizational support together (simultaneously) have a significant influence on Employee Organizational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency.

3.6 Results of the Coefficient of Determination (Simultaneous) and Correlation R (Partial)

Table 9. Correlation Coefficient Results (Partial)

Model	Coefficient	Sig.
Job Involvement on Organisational Commitment	0,793	0,000
Perceived organizational support on Organisational Commitment	0,787	0,000

Table 9 shows that between Work Engagement and Employee Organisational Commitment there is a correlation coefficient (r) of 0.793 with a significance of 0.000. This means that there is a correlation between Work Engagement and Employee Organisational Commitment with a strong level of relationship, and the correlation is significant because $p < 0.05$ ($0.000 < 0.05$). In addition, between Perceived organizational support and Employee Organisational Commitment there is a correlation coefficient (r) of 0.787 with a significance of 0.000. This means that there is a correlation between Perceived organizational support and Employee Organizational Commitment with a strong level of relationship, and the correlation is significant because $p < 0.05$ ($0.000 < 0.05$).

Table 10. Results of the Coefficient of Determination (Simultaneous)

Test	R	R ²
Coefficient of Determination	0,818	0,669

From the R² test results, the R² value is 0.669 or 66.9%. This shows that Employee Organisational Commitment can be explained by 66.9% by the independent variables, namely Work Involvement and Perceived organizational support. While 33.1% of Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD) is explained by other variables outside the research model used in this study. In simultaneous correlation testing, an R value of 0.818 was obtained, which indicates that the level of relationship between all independent variables on the dependent is very strong.

3.7 Discussions

a. The Effect of Work Engagement on Employee Organisational Commitment

Referring to the research results that have been presented, it is known that the Work Involvement Variable has a t count of 2.816 which is greater than the t table (2.004) and a significance value of 0.000 which is smaller than 0.05. These results mean that there is a partial influence between Work Involvement on Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD). These results mean that there is a partial influence between Work Engagement on Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD). It is concluded that if employees at the Banyuasin Regency Financial and Asset Management Agency (BPKAD) have high involvement in work, it will affect the work output they produce for the better. According to Anggereyni (2020) work involvement is the intensity at which individuals are actively involved in their work, psychologically identify themselves with their work, and realise that their work performance is important for their self-esteem. According to Asrunputri (2018) also explains that employees who have high work involvement tend to care about their work With the existence of work involvement and employee organisational commitment, it can increase progress for the organisation. This is in line with research conducted by Maryani (2018) which explains that there is a partial influence between Work Involvement on Employee Organisational Commitment. The same thing is also shown in research conducted by Tanjung (2019) which also explains that there is a partial influence between Work Engagement on Employee Organisational Commitment. Similar results were also shown by Suhardi (2021) who in his research concluded that Work Involvement has an effect on increasing Employee

Organisational Commitment. Similar results were also revealed by Sari & Amri (2022) and Asrunputri (2018).

b. Effect of Perceived organizational support on Employee Organisational Commitment

Referring to the research results that have been presented, it is known that the Perceived organizational support variable has a t count of 2.517 which is greater than the t table (2.004) and a significance value of 0.015 which is smaller than 0.05. These results mean that there is a partial influence between Perceived organizational support on Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD). These results mean that there is a partial influence between Perceived organizational support on Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD). It can be interpreted that the better the safety and health of employees, the better their employee performance. As explained by Suhardi (2021) that perceived organizational support is very supportive and important for employees in seeing and feeling confidence and trust in their organisation so that it can have a mutually beneficial impact between individuals and their organisations. According to Risdianti dan Budiono (2018) that the impact of positive Perceived organizational support can reduce employees' intention to leave the organisation and turn into a commitment. Commitment is widely known as an important factor in showing how the face of an organisation as a whole. This is in line with research conducted by Arasanmi & Krishna (2019) which explains that partially Perceived organizational support has an influence on Employee Organisational Commitment. The same thing was also stated by Pratiwi & Muzakki (2021) who concluded that there is a significant influence between Perceived organizational support on Employee Organisational Commitment. Didanvy (2022) also showed the same thing, that there was a partial influence between Perceived organizational support on Employee Organisational Commitment. Not different from previous studies, Suhardi (2021) and Asrunputri (2018) also concluded the same thing, that there is an influence between Perceived organizational support on Employee Organisational Commitment.

c. Effect of Job Involvement and Perceived organizational support on Employee Organisational Commitment

Based on the table of F test results above, it can be seen that the calculated F value is 53.511 which is greater than the F table (3.17) and the significance value is 0.000 which is smaller than 0.05 which means that Work Involvement and Perceived organizational support together (simultaneously) have a significant influence on Employee Organizational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency. In addition, from the R² test results, an R² value of 0.669 or 66.9% was obtained. This shows that Employee Organisational Commitment can be explained by 66.9% by the independent variables, namely Work Involvement and Perceived organizational support. While 33.1% of Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD) is explained by other variables outside the research model used in this study. As according to Asrunputri (2018) also explains that employees who have high work involvement tend to care about their work With the work involvement and organisational commitment of employees, it can increase progress for the organisation. According to Risdianti and Budiono (2018) that the impact of positive Perceived organizational support can reduce employees' intention to leave the organisation and turn into a commitment. Commitment is widely known as an important factor in showing how the face of an organisation as a whole. This is in line with research conducted by Asrunputri (2018) which in his research concluded that there is a joint influence between Work Involvement and Perceived organizational support on Employee Organisational Commitment. Not different from this study, research conducted by Suhardi (2021) also showed similar results.

4. CONCLUSION

Based on the results of research that has been conducted on the Effect of Work Involvement and Perceived organizational support on Employee Organizational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD), it can be concluded as follows, Based on the results of the t test (partial) that has been carried out, it is obtained that the t value of 2.816 is

greater than the t table of 2.004 and the significance of 0.000 is smaller than 0.05. These results indicate that the Work Engagement variable partially or individually has a significant influence on Employee Organisational Commitment at the Banyuasin Regency Financial and Asset Management Agency (BPKAD). Based on the results of the t (partial) test that has been carried out, it is obtained that the t count of 2.517 is greater than the t table of 2.004 and the significance of 0.000 is smaller than 0.05. These results indicate that the Perceived organizational support variable partially or individually has a significant effect on Employee Organizational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency. The results of the study using the F test (simultaneous) obtained the value of $F_{count} > F_{table}$ ($53.511 > 3.17$) and the significance level < 0.05 ($0.000 < 0.005$). So it can be concluded that the variables of work involvement and Perceived organizational support have a positive and significant effect on Employee Organizational Commitment at the Regional Financial and Asset Management Agency (BPKAD) of Banyuasin Regency. Based on the test results of the coefficient of determination (R^2), the R^2 value is 0.669 or 66.9%. This shows that Employee Organisational Commitment can be explained by 66.9% by the independent variables, namely Work Involvement and Perceived organizational support. While the remaining 33.1% can be explained or influenced by other variables not included in this study.

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