

ABSTRACT

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The Influence of Perceived Organizational Support and Calling on Work Engagement Among Hospital Nurses

Nurses reflect the quality of hospital services through their clinical roles and emotional connections with patients. In a high-pressure work environment, work engagement plays a crucial role in maintaining motivation, involvement, and service quality. This study aims to examine the influence of perceived organizational support and calling on work engagement among hospital nurses. The research employs a quantitative approach using purposive sampling. The participants consist of 130 nurses working in hospitals. Data were collected using three instruments: the Utrecht Work Engagement Scale (UWES-9), the Survey of Perceived Organizational Support (SPOS-8), and the Calling and Vocation Questionnaire (CVQ). Regression analysis results indicate that perceived organizational support and calling significantly influence work engagement ($p \leq 0.01$), with a combined effect of 53.6%, while the remaining 46.4% is influenced by other factors outside the study. These findings highlight the importance of organizational support and calling in enhancing nurses' work engagement.

Keywords: Work Engagement, Perceived Organizational Support, Calling, Hospital Nurses.

(xiv + 85 + Appendices)

References (1990–2024)