

ABSTRACT

Human resources as assets of the company have a very important role in determining the success of a company. The success of an organization will not be achieved if the human resources in the organization are of poor quality. PT Brantas Abipraya is the State-Owned Enterprises (BUMN) in Indonesia which is engaged in construction especially in dam construction and water.

The purpose of this study is to determine the level of perception of organizational support and the level of job satisfaction of employees at PT Brantas Abipraya Surabaya. In addition, this study also aims to see how the influence of the perception of organizational support on job satisfaction of employees of PT Brantas Abipraya Surabaya.

The research method that the authors use in this research is quantitative method. The object in this research is the employee remains on the PT Brantas Abipraya a total of 150 people. Large sample in this study was determined by the method of Convenience sampling. Methods of data collection with questionnaires. The data analysis technique used in this research is descriptive analysis and simple linear regression analysis.

The results showed that the level of perception of organizational support on employees of PT Brantas Abipraya Surabaya classified into the high category. Job satisfaction on the employees of PT Brantas Abipraya Surabaya classified into the high category. Statistical test results showed that the perception of organizational support have a significant positive impact on job satisfaction of employees at PT Brantas Abipraya Surabaya. That is, each occurs peningkatan on persepsi support the organization then it will be followed by an increase in employee job satisfaction.

Based on the results of this study showed that the perception of organizational support have a significant positive impact on job satisfaction of employees at PT Brantas Abipraya Surabaya. It is suggested that PT Brantas Abipraya Surabaya always pay attention to the factors that support the perception of organizational support so that it can boost job satisfaction on the employees of PT Brantas Abipraya Surabaya.

Keywords: *Perception of Organizational Support, Job Satisfaction, PT Brantas Abipraya*