

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh *perceived organizational support* terhadap kinerja karyawan dengan *employee engagement* sebagai variabel mediasi. Dalam penelitian ini sampel berjumlah 110 responden yang dipilih dengan menggunakan teknik sampel jenuh (sensus), di mana seluruh anggota populasi dijadikan responden. Populasi dalam penelitian ini adalah karyawan tetap Perusahaan ED Aluminium Yogyakarta. Penelitian ini diolah dengan menggunakan analisis data *Structural Equation Modeling* (SEM) dengan program AMOS 22 sebagai alat analisisnya. Data diperoleh secara langsung dengan menyebarkan kuesioner.

Hasil pada penelitian menunjukkan bahwa *perceived organizational support* berpengaruh positif terhadap *employee engagement*. *Employee engagement* berpengaruh positif terhadap kinerja karyawan. *Perceived organizational support* berpengaruh positif terhadap kinerja karyawan dan *employee engagement* mampu memediasi pengaruh antara *perceived organizational support* terhadap kinerja karyawan.

Kata kunci : *Perceived Organizational Support, Employee Engagement dan Kinerja Karyawan*

ABSTRACT

The study aims to determine the effect of perceived organizational support on employee performance with employee engagement as a mediating variable. In this study a sample of 110 respondents were selected using a saturated sample technique (census), in which all members of the population were made respondents. The population in this study are permanent employees of the ED Aluminum Yogyakarta Company. This research was processed using Structural Equation Modeling (SEM) data analysis with AMOS 22 program as its analytical tool. Data is obtained directly by distributing questionnaires.

The results of the study show that perceived organizational support has a positive effect on employee engagement. Employee engagement has a positive effect on employee performance. Perceived organizational support has a positive effect on employee performance and employee engagement is able to mediate the influence between perceived organizational support on employee performance.

Keywords: Perceived Organizational Support, Employee Engagement and Employee Performance