

ABSTRAK

Defanka Ribka Sutejo (01619210074)

PENGARUH PERSEPSI DUKUNGAN ORGANISASI, KETERLIBATAN KARYAWAN, MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT ABC

Penelitian ini bertujuan untuk meneliti pengaruh persepsi dukungan organisasi, keterlibatan karyawan, motivasi kerja terhadap kinerja karyawan PT ABC. Responden dalam penelitian ini sebanyak 186 responden. Data responden dikumpulkan dengan menyebarkan kuisioner secara offline kepada karyawan PT ABC. Data kuisioner yang berhasil dikumpulkan kemudian diolah menggunakan *Partial Least Square Structural Equation Model (PLS SEM)* dengan program SmartPLS 3.0, Hasil dari penelitian ini menunjukkan bahwa 4 hipotesa diterima dan 1 tidak didukung. Hasil ini menunjukkan persepsi dukungan organisasi tidak berpengaruh Positif terhadap kinerja karyawan, tetapi untuk 4 hipotesa lainnya dapat diterima dan didukung.

Kata Kunci: Persepsi Dukungan Organisasi, Keterlibatan Karyawan, Motivasi Kerja, Kinerja Karyawan.

ABSTRACT

Defanka Ribka Sutejo (01619210074)

***THE EFFECT OF PERCEPTIONS OF ORGANIZATIONAL SUPPORT,
EMPLOYEE INVOLVEMENT, WORK MOTIVATION ON EMPLOYEE
PERFORMANCE PT ABC***

This study aims to examine the influence of perceptions of organizational support, employee involvement, work motivation on the performance of PT ABC employees. Respondents in this study were 186 respondents. Respondent data was collected by distributing questionnaires offline to PT ABC employees. Questionnaire data that was collected was then processed using the Partial Least Square Structural Equation Model (PLS SEM) with the SmartPLS 3.0 program. The results of this study indicate that 4 hypotheses are accepted and 1 is not supported. These results indicate that perceived organizational support has no positive effect on employee performance, but the 4 hypotheses are acceptable and supported.

Keywords: Perceived Organizational Support, Employee Involvement, Work Motivation, Employee Performance.