

ABSTRAK

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Pengaruh Dukungan Organisasi, Kualitas Kehidupan Kerja dan Keterikatan Karyawan terhadap Kinerja Karyawan pada PT. ABC.

Penelitian ini dilakukan untuk mengetahui apakah Dukungan Organisasi, Kualitas Kehidupan Kerja dan Keterikatan Karyawan berpengaruh positif terhadap Kinerja Karyawan PT. ABC. Penelitian yang digunakan merupakan penelitian kuantitatif dengan jumlah responden sebanyak 160 orang yang merupakan karyawan tetap pada PT. ABC. Setiap data yang diperoleh diproses dan diolah menggunakan aplikasi Smart PLS. Berdasarkan hasil pengolahan data, maka didapatkan hasil bahwa Dukungan Organisasi berpengaruh positif terhadap Kinerja Karyawan diterima, Kualitas Kehidupan Kerja berpengaruh positif terhadap Kinerja Karyawan tidak diterima, Keterikatan Karyawan memediasi hubungan antara Dukungan Organisasi dan Kinerja Karyawan diterima, Keterikatan Karyawan memediasi hubungan antara Kualitas Kehidupan Kerja dan Kinerja Karyawan diterima dan yang terakhir, Keterikatan Karyawan berpengaruh positif terhadap Kinerja Karyawan diterima.

Kata Kunci: *Dukungan Organisasi, Kualitas Kehidupan Kerja, Keterikatan Karyawan, Kinerja Karyawan.*

This study was conducted to determine how much influence organizational support, quality of work life and employee engagement have on the performance of employees of PT. A B C. The research used in this study is a quantitative study with a total of 160 respondents who are permanent employees at ABC company. Every data obtained is processed and processed using the Smart PLS application. Based on the results of research that have been carried out, it is found that there is Organizational Support has a positive effect on Employee Performance is accepted, Quality of Work Life has a positive effect on Employee Performance is not accepted, Employee Engagement mediates the relationship between Organizational Support and Employee Performance is accepted, Employee Engagement mediates the relationship between Quality of Work Life and Employee Performance is accepted and finally, Employee Engagement positive effect on employee performance is accepted.

Keywords: *Organizational Support, Quality of Work Life, Employee Engagement, Employee Performance.*