

ABSTRAK

Aditya Rendy Artha (01619200049)

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *LEADER MEMBER EXCHANGE* TERHADAP *JOB PERFORMANCE* DENGAN *OCCUPATIONAL SELF-EFFICACY* SEBAGAI MEDIATOR DI PT PUTRA PERKASA ABADI & GRUP

(xvii + 116 halaman; 9 gambar; 29 tabel; 18 lampiran)

Tujuan penelitian ini adalah untuk menguji pengaruh *perceived organizational support* (POS), *leader-member exchange* (LMX) terhadap *job performance* melalui *occupational self-efficacy* (SEC) sebagai mediator pada PT Putra Perkasa Abadi & Grup. Alat ukur survei yang digunakan yaitu kuesioner dengan sampel penelitian sebanyak 271 orang pada level *Group Leader* hingga *Division Head* di PT Putra Perkasa Abadi & Grup. Analisis data menggunakan analisis jalur (*path analysis*) dengan menggunakan perangkat lunak SPSS untuk Windows V.26. Hasil Penelitian menunjukkan bahwa *perceived organizational support* berpengaruh positif tidak signifikan terhadap *job performance*, *leader-member exchange* berpengaruh positif dan tidak signifikan terhadap *job performance*, *occupational self-efficacy* berpengaruh positif dan signifikan terhadap *job performance*, *perceived organizational support* berpengaruh positif dan signifikan terhadap *occupational self-efficacy*, *leader-member exchange* berpengaruh positif dan signifikan terhadap *occupational self-efficacy*, *occupational self-efficacy* mampu memediasi pengaruh *perceived organizational support* terhadap *job performance* dan *occupational self-efficacy* mampu memediasi pengaruh *leader-member exchange* terhadap *job performance*.

Referensi : 56 (1993 – 2021)

Kata Kunci: *perceived organizational support* (POS), *leader-member exchange* (LMX), *occupational self-efficacy* (SEC), *job performance*.

ABSTRACT

Aditya Rendy Artha (01619200049)

THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT, LEADER-MEMBER EXCHANGE ON JOB PERFORMANCE THROUGH OCCUPATIONAL SELF EFFICACY AS MEDIATOR AT PT PUTRA PERKASA ABADI & GROUP

(xvii + 116 pages; 9 figures; 29 tables; 18 appendices)

The purpose of this study was to examine the effect of perceived organizational support (POS), leader-member exchange (LMX) on job performance through occupational self-efficacy (SEC) as a mediator at PT Putra Perkasa Abadi & Group. The survey measuring instrument used is a questionnaire with a research sample of 271 people from Group Leader until Division Head at PT Putra Perkasa Abadi & Group. Data analysis used path analysis by SPSS software for Windows V.26. The results showed that perceived organizational support had a positive and insignificant effect on job performance, leader-member exchange had a positive and insignificant effect on job performance, occupational self-efficacy had a positive and significant effect on job performance, perceived organizational support had a positive and significant effect on occupational self-efficacy, leader-member exchange has a positive and significant effect on occupational self-efficacy, occupational self-efficacy is able to mediate the effect of perceived organizational support on job performance and occupational self-efficacy is able to mediate the effect of leader-member exchange on job performance.

Reference : 56 (1993 – 2021)

Keywords: *perceived organizational support (POS), leader-member exchange (LMX), occupational self-efficacy (SEC), job performance.*