

ABSTRAK

Perceived Organizational Support berpengaruh penting bagi para pegawai, dalam kasus ini yaitu pegawai Rutan Kelas IIB Nganjuk. Penelitian ini berfokus pada bagaimana *Perceived Organizational Support* dapat meningkatkan *Employee Engagement* karyawan sehingga tingkat *Employee Performance* dan *Affective Commitment* pegawai tinggi. Variabel-variabel yang digunakan dalam penelitian ini adalah *Perceived Organizational Support*, *Employee Engagement*, *Employee Performance*, dan *Affective Commitment*. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan kuesioner dan metode *Partial Least Square*. Responden dari penelitian ini adalah pegawai Rutan Kelas IIB Nganjuk sebanyak 63 orang.

Penelitian ini menunjukkan 2 hasil bahwa *Perceived Organizational Support* meningkat maka *Employee Performance* meningkat dengan *Employee Engagement* memediasi hubungan antar keduanya, dan ketika *Perceived Organizational Support* meningkat maka *Affective Commitment* juga ikut meningkat dengan *Employee Engagement* sebagai mediasi.

Kata kunci: *Perceived Organizational Support*, *Employee Engagement*, *Employee Performance*, dan *Affective Commitment*

ABSTRACT

Perceived Organizational Support has an important impact for the employees, which in this case is the employees of the Rutan Kelas II B Nganjuk. This study focuses on how Perceived Organizational Support is able to improve employee engagement so that employee performance and affective employee commitment rates can be higher. The variables used in this study are Perceived Organizational Support, Employee Engagement, Employee Performance, and Affective Commitment. This study uses quantitative approach by using questionnaire and Partial Least Square method. Respondents from this study are 45 employees in each Rutan Kelas II B Nganjuk.

The results of this study shows 2 results that Perceived Organizational Support increases, Employee Performance increases with Employee Engagement mediating the relationship between the two, and when Perceived Organizational Support increases, Affective Commitment also increases with Employee Engagement as mediation.

Keywords: Perceived Organizational Support, Employee Engagement, Employee Performance, and Affective Commitment