

## ABSTRAK

Organisasi memiliki tujuan yang harus dicapai, tetapi berhasil atau tidaknya pencapaian tersebut bergantung pada kemampuan sumber daya manusia dalam melaksanakan tugas yang telah diberikan. Organisasi bertugas untuk mengarahkan karyawan agar kinerjanya dapat optimal. Kepedulian dan dukungan organisasi terhadap karyawan mampu membuat karyawan merasa terikat secara emosional terhadap organisasi dan pada akhirnya akan meningkatkan kinerja karyawan.

Penelitian ini bertujuan untuk menguji pengaruh *perceived organizational support* terhadap *employee performance* dimediasi oleh *affective commitment* karyawan PT X. Sampel penelitian ini adalah karyawan tetap PT X di Gresik Jawa Timur yang berjumlah 65 orang. Data pada penelitian ini diperoleh melalui survey yang dilakukan dengan menggunakan kuesioner, yang selanjutnya dianalisis menggunakan teknik analisis *Partial Least Square* (PLS).

Hasil penelitian ini menunjukkan bahwa secara langsung, *perceived organizational support* berpengaruh secara positif dan signifikan terhadap *employee performance* karyawan PT X. Uji pengaruh tidak langsung antara *perceived organizational support* terhadap *employee performance* dengan dimediasi oleh variabel *affective commitment* menghasilkan adanya pengaruh positif dan signifikan. Hal ini menunjukkan bahwa semakin tinggi *perceived organizational support* yang dirasakan oleh karyawan di PT X maka semakin tinggi *affective commitment* karyawan yang selanjutnya akan meningkatkan *employee performance* karyawan.

**Kata Kunci:** *perceived organizational support*, *affective commitment*, dan *employee performance*

## ABSTRACT

The organization has goals that must be achieved, but the success or failure of these achievements depends on the ability of human resources in carrying out the tasks that have been given. The organization's duty is to direct employees so that their performance can be optimal. Organizational care and support for employees can make employees feel emotionally attached to the organization and will ultimately improve employee performance.

This study aims to examine the effect of perceived organizational support on employee performance mediated by the affective commitment of PT X employees. The sample of this study is permanent employees of PT X in Gresik, East Java, amounting to 65 people. The data in this study were obtained through a survey conducted using a questionnaire, which was then analyzed using the Partial Least Square (PLS) analysis technique.

The results of this study indicate that directly, perceived organizational support has a positive and significant effect on employee performance of PT X employees. Test the indirect effect of perceived organizational support on employee performance mediated by the affective commitment variable produces a positive and significant effect. This shows that the higher perceived organizational support perceived by employees at PT X, the higher the employee affective commitment will further increase employee performance.

**Keywords:** *perceived organizational support, affective commitment, and employee performance.*