

ABSTRACT

This study aims to examine the influence of Perceived Organizational Support on Employee Performance through Employee Engagement as an intervening variable at PT. Jasa dan Kepariwisata Jawa Barat. The study was conducted on 77 respondents using non-probability sampling technique. Questionnaire tests were also conducted on 15 respondents before the research was conducted. Data collection techniques used were observation, interviews, and distributing questionnaires. The data analysis method used is path analysis, coefficient of determination analysis, and hypothesis testing. The results of the study show (1) in the first sub-structure that Perceived Organizational Support has a positive and significant effect on Employee Engagement at PT. Jasa dan Kepariwisata Jawa Barat (2) on the main structure that Perceived Organizational Support and Employee Engagement have a positive and significant effect on Employee Performance. Perceived Organizational Support has an influence on Employee Engagement by 69.6%. Perceived Organizational Support has an impact on Employee Performance through Employee Engagement by 26.3%.

Keywords: Perceived Organizational Support, Employee Engagement, Employee Performance