

ABSTRACT

THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE (Survey of Production Staff CV Sukahati Pratama Tasikmalaya)

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The purpose of this research was to determine and analyze the influence of Perceived Organizational Support and Employee Engagement on Employee Performance of production staff at CV Sukahati Pratama Tasikmalaya. The research method used was a survey method, data obtained directly through questionnaires to 37 respondents taken from the production staff of CV Sukahati Pratama. Sampling used Saturation Sampling (saturated samples) and the analysis method used in this research was path analysis. Based on the research results, it was known that Perceived Organizational Support and Employee Engagement have a positive and significant effect on Employee Performance. Based on the results of the analysis, it was known that Perceived Organizational Support simultaneously and partially has a significant effect on Employee Performance. And simultaneous and partial Employee Engagement also influences Employee Performance of production staff at CV Sukahati Pratama Tasikmalaya.

Keywords: *Perceived Organizational Support, Employee Engagement, Employee Performance*

ABSTRAK

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT*
DAN *EMPLOYEE ENGAGEMENT* TERHADAP
EMPLOYEE PERFORMANCE
(Survey Pada Staf Bagian Produksi CV Sukahati Pratama Tasikmalaya)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *Perceived Organizational Support* dan *Employee Engagement* terhadap *Employee Performance* staf bagian produksi CV Sukahati Pratama Tasikmalaya. Metode penelitian yang digunakan adalah metode survey, data yang diperoleh langsung melalui kuesioner kepada 37 responden yang diambil dari staf bagian produksi CV Sukahati Pratama. Penarikan sampel menggunakan *Saturation Sampling* (sampel jenuh) dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa *Perceived Organizational Support* dan *Employee Engagement* berpengaruh positif dan signifikan terhadap *Employee Performance*. Berdasarkan hasil analisis diketahui bahwa *Perceived Organizational Support* yang secara simultan dan parsial berpengaruh signifikan terhadap *Employee Performance*. Dan *Employee Engagement* secara simultan dan parsial juga berpengaruh terhadap *Employee Performance* staf bagian produksi CV Sukahati Pratama Tasikmalaya.

Kata kunci: *Perceived Organizational Support, Employee Engagement, Employee Performance*