

ABSTRACT

***THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT
AND WORK ENGAGEMENT ON EMPLOYEE PERFORMANCE
(Research on Employees of Tirta Sukapura Regional Drinking Water Company
in Tasikmalaya Regency)***

Compiled by:
Griselda Nathania
213402209

Guided By:
Guide I : H. Deden Mulyana
Guide II : Aquinaldo Sistanto Putra

The objectives of this research were to determine and analyze Perceived Organizational Support, Work Engagement, and Employee Performance. As well as the Influence of Perceived Organizational Support and Work Engagement on Employee Performance of the Regional Public Company (Perumda) Tirta Sukapura Drinking Water, Tasikmalaya Regency. The research method used in this study was survey method, with the sampling technique using the probability sampling method. The data analysis technique used path analysis. The results of this test prove that Perceived Organizational Support, Work Engagement, and Employee Performance in good criteria. As well as Perceived Organizational Support and Work Engagement have a positive and significant effect on Employee Performance of the Regional Public Company (Perumda) Tirta Sukapura Drinking Water, Tasikmalaya Regency. The implications of the results of this study indicate that the management of Perumda Air Minum Tirta Sukapura, Tasikmalaya Regency needs to continue to increase the organizational support felt by employees and strengthen their work involvement, because both factors have been proven to have a positive and significant impact on improving overall employee performance.

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

ABSTRAK

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *WORK ENGAGEMENT* TERHADAP KINERJA KARYAWAN (Penelitian pada Karyawan Perusahaan Air Minum Daerah Tirta Sukapura di Kabupaten Tasikmalaya)

Oleh:
Griselda Nathania
213402209

Dibawah Bimbingan:
Pembimbing I : H. Deden Mulyana
Pembimbing II : Aquinaldo Sistanto Putra

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis *Perceived Organizational Support*, *Work Engagement*, dan Kinerja Karyawan. Serta Pengaruh *Perceived Organizational Support* dan *Work Engagement* terhadap Kinerja Karyawan Perusahaan Umum Daerah (Perumda) Air Minum Tirta Sukapura Kabupaten Tasikmalaya. Metode penelitian yang digunakan dalam penelitian ini adalah metode survey, sedangkan jenis data yang digunakan dalam penelitian ini adalah data primer. dengan teknik penarikan sampel menggunakan metode sampel *probability sampling*. Teknik analisis data yang digunakan adalah analisis jalur (*path analysis*). Hasil pengujian ini membuktikan bahwa *Perceived Organizational Support*, *Work Engagement*, dan Kinerja Karyawan dalam kriteria baik. Serta *Perceived Organizational Support* dan *Work Engagement* berpengaruh positif dan signifikan terhadap Kinerja Karyawan Perusahaan Umum Daerah (Perumda) Air Minum Tirta Sukapura Kabupaten Tasikmalaya. Implikasi dari hasil penelitian ini menunjukkan bahwa manajemen Perumda Air Minum Tirta Sukapura Kabupaten Tasikmalaya perlu terus meningkatkan dukungan organisasi yang dirasakan oleh karyawan dan memperkuat keterlibatan kerja mereka, karena kedua faktor tersebut terbukti memberikan dampak positif dan signifikan terhadap peningkatan kinerja karyawan secara keseluruhan.

Kata Kunci: *Perceived Organizational Support*, *Work Engagement*, Kinerja Karyawan.