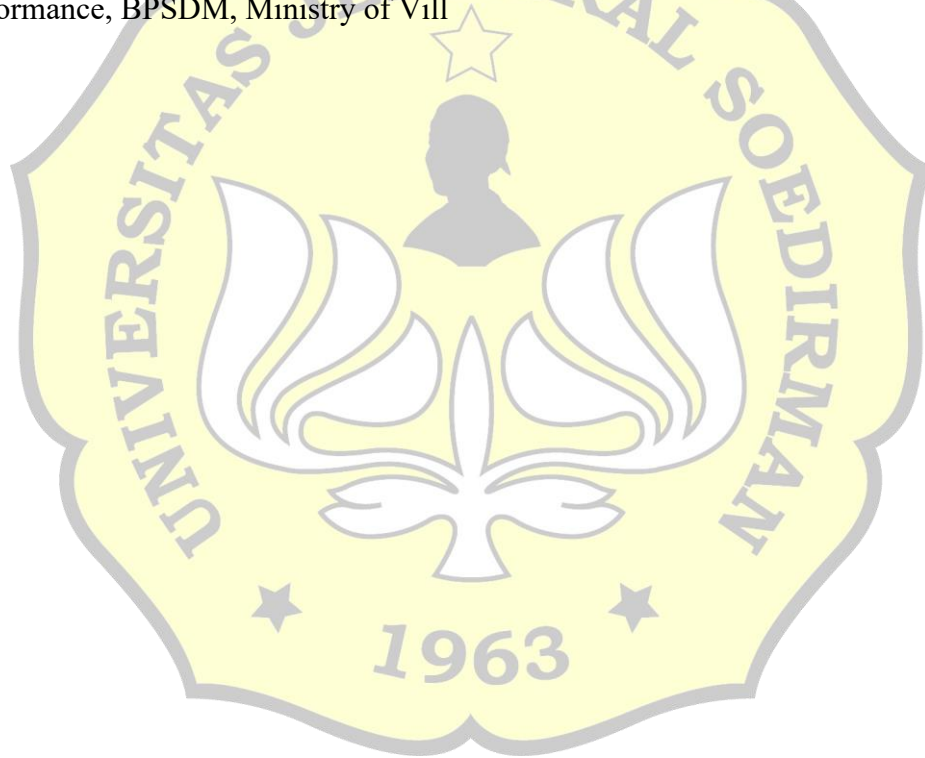


ABSTRACT

This study aims to analyze the effect of perceived organizational support on employee performance with employee engagement as a mediating variable in the BPSDM unit of the Ministry of Village. Employee performance is an important aspect in achieving organizational goals, especially in the ministry environment. This study uses a quantitative approach with data collection techniques through questionnaires. The study population was all employees of the BPSDM unit of the Ministry of Village, with the sampling technique using saturated samples. Data analysis used linear regression method with classical assumption test. This study is expected to provide insight into how perceived organizational support and employee engagement can affect employee performance in a government environment, especially in the Ministry of Village.

Keywords: Perceived Organizational Support, Employee Engagement, Employee Performance, BPSDM, Ministry of Vill



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh persepsi dukungan organisasi terhadap kinerja karyawan dengan employee engagement sebagai variabel mediasi pada unit BPSDM Kementerian Desa. Kinerja pegawai merupakan aspek penting dalam pencapaian tujuan organisasi, khususnya di lingkungan kementerian. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner. Populasi penelitian adalah seluruh pegawai unit BPSDM Kementerian Desa, dengan teknik pengambilan sampel menggunakan sampel jenuh. Analisis data menggunakan metode regresi linier dengan uji asumsi klasik. Penelitian ini diharapkan dapat memberikan wawasan tentang bagaimana persepsi dukungan organisasi dan employee engagement dapat mempengaruhi kinerja pegawai di lingkungan pemerintahan khususnya di Kementerian Desa.

Kata kunci : Dukungan Organisasi Persepsian, Keterlibatan Karyawan, Kinerja Karyawan, BPSDM, Kementerian Desa.

