

ABSTRACT

This study examines the mediating role of work engagement in the relationships between perceived organizational support, psychosocial safety climate, and employee performance. This study focuses on 346 permanent employees of PLN Pusmanpro with over six years of tenure across six locations in Indonesia, aiming to evaluate their perception of organizational support and work climate. A stratified sampling method was utilized, sampling 140 employees to ensure a representative and reliable analysis with a 95% confidence level and a $\pm 7\%$ precision. It finds that work engagement fully mediates the effects of both perceived organizational support and psychosocial safety climate on employee performance. These findings underscore the importance of enhancing organizational support and safety to boost work engagement, thereby improving overall employee performance.

Keywords: *perceived organizational support, psychosocial safety climate, employee performance, work engagement.*