

ABSTRACT

Human resources (HR) is one of the most important things in a company, where an individual in the company has an active and dominant role in company activities (Akter et al., 2016). HR in a company has many useful contributions, such as the energy provided and the expertise they have. There are several factors that affect employee performance, including perceptions of organizational support and employee engagement. This study aims to look at the effect of perceived organizational support on performance with employee engagement as an intervening variable. This research was conducted at Tugurejo Semarang Hospital with a sample size of 80 outpatient nurses who have worked for at least 1 year. The results of this study indicate that perceived organizational support has a significant positive effect on employee performance, perceived organizational support has a significant positive effect on employee engagement and employee engagement has a positive effect on employee performance.

Keywords : Perceived Organization Support, Employee Performance, Employee Engagement