

ABSTRACT

This research aims to determine and analyze the effect of perceived organizational support on employee performance with readiness for change as an intervening variable on permanent employees at PT X Jakarta. The approach used in this research is quantitative. The population used in this research were all permanent employees at PT X Jakarta. The sampling technique in this research used the census method technique. The number of samples used in this research was 100 respondents with the characteristics permanent employee. Data collection was carried out by distributing questionnaires online via Google Form to samples selected through the sampling method, namely the census method. Measurement of the questionnaire samples uses a five (5) point Likert scale and the hypotheses in the research were tested using the SEM (Structural Equation Modeling) method with the help of software in the form of the SmartPLS program version 4.1.0.

The results of the statistical test analysis showed that the variable of perceived organizational support has a positive and significant effect on employee performance with a t-table value of $2.073 > 1.96$ and a p-value of $0.038 < 0.05$. The variable of perceived organizational support has a positive and significant effect on readiness for change with a t-table value of $9.135 > 1.96$ and a p-value of $0.000 < 0.05$. The variable of readiness for change has a positive and significant effect on employee performance with a t-table value of $3.520 > 1.96$ and a p-value of $0.000 < 0.05$. And the variable of readiness for change mediates the relationship between perceived organizational support and employee performance with a t-table value of $2.976 > 1.96$, and a p-value of $0.003 < 0.05$.

Keywords : Perceived Organizational Support, Readiness for Change, Employee Performance