

ABSTRACT

This study aims to analyze the effect of perceived organizational support on employee performance, with self-efficacy as an intervening variable. The declining trend in employee productivity growth at PT PLN Unit Induk Distribusi Jawa Tengah and Daerah Istimewa Yogyakarta from 2020 to 2023 serves as the background for this research. Although employee performance has consistently met standards over the past three years, the declining productivity trend may indicate potential performance deterioration in the future. Additionally, 1% of employees have not yet achieved the company's performance targets. Furthermore, previous studies have shown inconsistencies in the findings regarding the relationship between perceived organizational support and employee performance.

This study employs a quantitative approach using descriptive analysis and Structural Equation Modeling-Partial Least Squares (SEM-PLS) with SmartPLS version 4. The research population consists of all permanent employees of PT PLN Unit Induk Distribusi Jawa Tengah and Daerah Istimewa Yogyakarta, totaling 154 individuals. Using a saturated sampling technique, 103 respondents were selected as the research sample.

The results indicate that perceived organizational support has a positive effect on self-efficacy and employee performance. Self-efficacy also positively influences employee performance and is proven to mediate the relationship between perceived organizational support and employee performance. These findings emphasize that strong organizational support enhances employees' confidence in their work will ultimately contributing to overall performance improvement.

Keywords: *Perceived organizational support, employee performance, self-efficacy.*