

## **ABSTRACT**

*This study aims to analyze the influence of person-job fit on employee performance, mediated by employee well-being, at the Balai Besar Pelatihan Vokasi dan Produktivitas (BBPVP) Semarang. Out of a total 132 employees, 91 research respondents were successfully gathered through questionnaire distribution using a census sampling method. Data analysis was conducted using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method via SmartPLS 4.0.*

*The analysis results indicate that person-job fit positively and significantly influences employee performance. However, it was found that employee well-being does not have a significant influence on employee performance. Furthermore, the mediating role of employee well-being was proven to be insignificant in the relationship between person-job fit and employee performance.*

*These findings suggest that although person-job fit is a crucial factor for both employee performance and well-being at BBPVP Semarang, the mediating role of employee well-being in the relationship between person-job fit and employee performance remains weak and insignificant. In practice, this research emphasizes the importance of optimizing recruitment processes and developing employee competencies and capabilities to enhance person-job fit, thereby fostering better individual performance and perceptions of well-being.*

**Keywords: Person-Job Fit, Employee Performance, Employee Well-being**

