

ABSTRACT

This study aims to analyze the effect of job description on employee performance with innovative work behavior as a mediating variable. The background of this research is the failure to meet production targets at CV Raisa House Indonesia during the period of January–April 2025, which is suspected to be influenced by unclear job descriptions and low levels of innovative work behavior. Although the company has set a production target of 300 units per month, actual achievements remained below target, with the lowest realization at 66% in February 2025. This indicates the need to evaluate the factors affecting employee performance, particularly job clarity and the ability to innovate at work.

This study uses a quantitative approach with descriptive analysis and Structural Equation Modeling-Partial Least Squares (SEM-PLS), utilizing SmartPLS version 4. The population consists of 100 production employees at CV. Raisa House Indonesia, who also serve as the research sample through a census method. The research instrument is a questionnaire developed based on relevant indicators for each variable.

The results show that job description has a significant positive effect on both innovative work behavior and employee performance. Furthermore, innovative work behavior significantly influences employee performance and mediates the relationship between job description and employee performance. These findings emphasize the importance of well-defined, structured, and innovation-supportive job descriptions as a means to enhance employee productivity and performance in the workplace.

Keywords: *Job description, employee performance, innovative work behavior.*

