

ABSTRACT

Employee performance is a critical factor in determining organizational success, including within social and philanthropic institutions such as Lazismu. However, previous studies have shown inconsistencies regarding the effects of Perceived Organizational Support (POS) and Psychological Empowerment on employee performance, and research examining the mediating role of Organizational Citizenship Behavior in Islamic Perspective (OCBIP) remains limited. This study aims to analyze the influence of POS and Psychological Empowerment on employee performance, as well as to examine the mediating role of OCBIP in the context of Lazismu Belitung.

This research employed a quantitative approach using a survey method through questionnaires distributed to employees of Lazismu Belitung. Data analysis was conducted using Partial Least Squares Structural Equation Modeling (PLS-SEM) with the SmartPLS application. The variables examined included Perceived Organizational Support, Psychological Empowerment, OCBIP, and Employee Performance.

The results indicate that POS has a positive but insignificant effect on employee performance. Psychological Empowerment also shows a positive yet insignificant effect on performance. Furthermore, OCBIP does not mediate the relationship between POS and employee performance. However, OCBIP acts as a significant mediator in the relationship between Psychological Empowerment and employee performance, suggesting that psychological empowerment contributes to improved performance only when reinforced by Islamic-based citizenship behavior.

These findings offer theoretical contributions by enriching the understanding of OCBIP mechanisms within value-based organizations and provide practical implications for Lazismu in enhancing employee performance by strengthening spiritual aspects and voluntary behaviors aligned with Islamic principles.

Keywords: *Perceived Organizational Support, Psychological Empowerment, OCBIP, Employee Performance, Lazismu.*