

ABSTRACT

This study aims to examine the effect of perceived organizational support on employee performance, with readiness for change as a mediating variable at PT Surya Madistrindo Area Tegal. Employee performance plays a crucial role in achieving organizational goals, particularly in dynamic business environments that require continuous adaptation. The increasing pace of change demands employees to possess strong adaptability, as a lack of adaptability may lead to decreased performance. Based on I-ADAPT Theory, individual adaptability is considered a key factor in responding to change and improving performance. In this context, organizational support is viewed as an important factor that enhances employees' readiness for change, which subsequently contributes to improved performance.

This research employs a quantitative approach using survey data collected from 140 employees who met the research criteria. The data were analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM) with SmartPLS 4 software. The results indicate that perceived organizational support has a positive and significant effect on employee performance. It also positively and significantly affects readiness for change, which in turn has a positive and significant effect on employee performance. Furthermore, readiness for change partially mediates the relationship between perceived organizational support and employee performance.

These findings highlight the importance of enhancing employees' readiness for change as a key mechanism for improving performance. This study contributes to the human resource management literature by emphasizing readiness for change as a critical psychological factor linking organizational support and employee performance.

Keywords: *perceived organizational support, readiness for change, employee performance*