

ABSTRACT

This research aims to determine the influence of perceived organizational support, *person-organization fit*, organization commitment to the employees' performance at Bank Mandiri Pemuda Semarang.

The data collection method used in this research is questionnaires dissemination by sensus sampling. The sample used is the entire population of the employees, which is 86 employees. Methods Analysis of the data used in this study is the Multiple Linear Regression Method and also test validity, reliability test, classic assumption test, test coefficient of determination, F test and t test.

Based on multiple linear regression tests, show result that the influence of perceived organizational support, person-organization support, organization commitment all have positives and significant effect towards employee performance. Based on coefficient of determination that employees performance is effected by perceived organizational support, person-organization support, organization commitment as much 52,1% which means that 52,1% of employee performance can be explained by the variable perceived organizational support, person-organization support, organization commitment, and the remaining can be explained by other variables.

Keywords : Perceived Organizational Support, Person-Organization Fit, Organization Commitment, Employee Performance.