

ABSTRACT

This research is motivated by the problem that there are problems in the performance of employees in PT. Asia Pacific Fibers. In order to realize the expected performance must pay attention to things that can affect performance such as Perceived organizational support and Counterproductive Work Behavior, Employee engagement can improve employee performance.

This study aimed to analyze the effect of Perceived organizational support and Counterproductive, Work Behavior, and employee engagement as intervening variables on employee performance. The data used in this study were obtained from 316 respondents and used random sampling techniques through questionnaires. Data were analyzed using Structural Equation Modeling (SEM).

The results of this study indicate that Perceived organizational support has a positive and significant effect on performance, Counterproductive work behavior has a positive and significant effect on performance, Perceived organizational support has a positive and significant effect on employee engagement, Counterproductive work behavior has a positive and significant effect on employee engagement. Employee engagement has a positive and significant effect on employee performance

Keywords: *Perceived organizational support, Counterproductive Work Behavior, Employee Engagement, performance, SEM.*