

Abstract

Performance is an effort that can be achieved by an employee based on their role in the company and the activities carried out by each individual. Performance is very necessary, because it can provide an overview of the various abilities that can be carried out on a given task. There are various factors that can result in better performance, two of which are perceived organizational support and employee engagement. This study aims to analyze the relationship between perceptions of organizational support on employee performance and employee engagement as a mediating variable, because there are still differences in results in several studies. The population in this study were all permanent employees of PT. Taspen (Persero) KCU Semarang and sampling using the saturated technique or the census technique totaled 69 people. Collecting data using a questionnaire. And analyzed using path analysis. The results showed that perceived organizational support had a significant positive effect on employee performance, perceived organizational support had a significant positive effect on employee engagement, and employee engagement had a significant positive effect on employee performance.

Keywords: *Perceived organizational support, employee engagement, employee performance*