

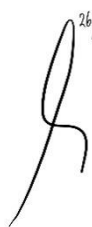
**PENGARUH PERCEIVED ORGANIZATIONAL SUPPORT DAN SELF
EFFICACY TERHADAP KINERJA SDM DENGAN EMPLOYEE
ENGAGEMENT SEBAGAI VARIABEL INTERVENING PADA INSTANSI
PEMERINTAH DI KABUPATEN SLEMAN**

Nova Krista Wijaya

Abstrak

Penelitian ini bertujuan untuk menganalisis *perceived organizational support* dan *self efficacy* terhadap kinerja SDM dengan *employee engagement* pada Instansi Pemerintah di Kabupaten Sleman. Penelitian ini menggunakan metode penelitian kuantitatif. Data primer yang digunakan dalam penelitian ini adalah kuesioner yang merupakan persepsi dari para karyawan Instansi Pemerintahan di Kabupaten Sleman. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah Simple Random Sampling (Probability Sampling) dengan jumlah 120 responden. Pengujian yang dilakukan pada penelitian ini adalah analisis deskriptif, uji instrumen (uji validitas dan uji reliabilitas), uji asumsi klasik (normalitas, linearitas, multikolinearitas, dan heteroskedastisitas), uji hipotesis (uji t dan uji F), analisis regresi linear berganda, dan koefisien determinasi (Adjust R²). Hasil dari penelitian ini menunjukkan bahwa: 1) *perceived organizational support* berpengaruh positif dan signifikan terhadap *employee engagement*. 2) *self efficacy* berpengaruh positif dan signifikan terhadap *employee engagement*. 3) *perceived organizational support* berpengaruh positif dan signifikan terhadap kinerja SDM. 4) *self efficacy* berpengaruh positif dan signifikan terhadap kinerja SDM. 5) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja SDM.

Kata Kunci: *Perceived Organizational Support, Self-Efficacy, Kinerja SDM, Employee Engagement*

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**THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT AND
SELF EFFICACY ON HR PERFORMANCE WITH EMPLOYEE
ENGAGEMENT AS AN INTERVENING VARIABLE FOR GOVERNMENT
AGENCIES IN SLEMAN REGENCY**

Nova Krista Wijaya

Abstract

This research analyzes perceptions of organizational support and self-efficacy concerning HR performance and employee engagement within government agencies in the Sleman Regency. The study employs quantitative research methods, utilizing a questionnaire to gather primary data that reflects the employees' perceptions of these agencies. The sampling technique applied in this research was Simple Random Sampling (a form of probability sampling) with 120 respondents. The analyses conducted in this study included descriptive analysis, instrument tests (validity and reliability tests), classical assumption tests (normality, linearity, multicollinearity, and heteroscedasticity), hypothesis tests (t-test and F-test), multiple linear regression analysis, and the coefficient of determination (Adjusted R²). The findings of this research indicate that 1) perceived organizational support has a positive and significant effect on employee engagement; 2) self-efficacy positively and significantly influences employee engagement; 3) perceived organizational support positively and significantly impacts HR performance; 4) self-efficacy has a positive and significant effect on HR performance; and 5) employee engagement positively and significantly affects HR performance.

Keywords: *Perceived Organizational Support, Self Efficacy, HR Performance, Employee Engagement.*