

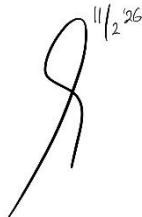
PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *JOB MISMATCH* TERHADAP KINERJA KARYAWAN GEN Z DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *perceived organizational support* dan *job mismatch* terhadap kinerja karyawan gen Z dengan kepuasan kerja sebagai variabel mediasi. Populasi dalam penelitian ini yaitu karyawan sektor swasta di Daerah Istimewa Yogyakarta, dengan jumlah sampel sebanyak 138 responden, yang diperoleh melalui metode *Purposive Sampling*. Pengumpulan data dilakukan menggunakan kuesioner (angket) dan dianalisis menggunakan *Structural Equation Modelling* (SEM) dengan aplikasi Smart-PLS versi 4.1 yang dilakukan dengan dua tahap, yaitu uji Outer Model untuk menilai validitas dan reliabilitas kemudian uji Inner Model untuk membuktikan pengaruh antar variabel. Hasil analisis menunjukkan bahwa *perceived organizational support* berpengaruh positif dan signifikan terhadap kinerja karyawan, *perceived organizational support* berpengaruh positif dan signifikan terhadap kepuasan kerja, *job mismatch* berpengaruh positif namun tidak signifikan terhadap kinerja karyawan, *job mismatch* berpengaruh positif namun tidak signifikan terhadap kepuasan kerja gen Z di Daerah Istimewa Yogyakarta. Serta kepuasan kerja berpengaruh positif namun tidak signifikan dalam memediasi *perceived organizational support* dan *job mismatch* terhadap kinerja karyawan karyawan gen Z di Daerah Istimewa Yogyakarta.

Kata Kunci: *Perceived Organizational Support, Job Mismatch, Kinerja Karyawan, Kepuasan Kerja*



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THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND JOB MISMATCH ON GEN Z EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS A MEDIATION VARIABLE

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Abstract

This study aims to analyze the influence of perceived organizational support and job mismatch on the performance of Gen Z employees, with job satisfaction as a mediating variable. The population in this study comprised private-sector employees in the Special Region of Yogyakarta, with a sample of 138 respondents selected through purposive sampling. Data collection was conducted using a questionnaire, and analysis was performed using Structural Equation Modelling (SEM) with SmartPLS 4.1. This test was carried out in two stages: an Outer Model test to assess validity and reliability, and an Inner Model test to prove the influence between variables. The analysis results indicate that perceived organizational support has a positive and significant effect on employee performance, a positive and significant effect on job satisfaction, job mismatch has a positive but insignificant effect on employee performance, and job mismatch has a positive but insignificant effect on job satisfaction of Gen Z employees in the Special Region of Yogyakarta. Furthermore, job satisfaction mediates the effects of perceived organizational support and job mismatch on the performance of Gen Z employees in the Special Region of Yogyakarta, with a positive but insignificant effect.

Keywords: *Perceived Organizational Support, Job Mismatch, Employee Performance, Job Satisfaction*