

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN FASILITAS KERJA
TERHADAP KINERJA PEGAWAI MELALUI MOTIVASI SEBAGAI VARIABEL
INTERVENING PADA BAPPEDALITBANG KABUPATEN KARO**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui apakah *Perceived Organizational Support* dan Fasilitas Kerja berpengaruh terhadap Kinerja melalui Motivasi sebagai variabel intervening pada pegawai Bappedalitbang Kabupaten Karo. Penelitian dilakukan terhadap pegawai tetap pada Bappedalitbang Kabupaten Karo. Populasi dalam penelitian ini sebanyak 33 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 33 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara *Perceived Organizational Support* terhadap Motivasi, 2) terdapat pengaruh positif dan signifikan antara Fasilitas Kerja terhadap Motivasi, 3) terdapat pengaruh positif dan signifikan antara *Perceived Organizational Support* terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara Fasilitas Kerja terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara Motivasi terhadap Kinerja, 6) Terdapat pengaruh antara *Perceived Organizational Support* terhadap Kinerja melalui Motivasi sebagai variabel intervening, 7) Terdapat pengaruh antara Fasilitas Kerja terhadap Kinerja melalui Motivasi sebagai variabel intervening.

Kata Kunci: Fasilitas Kerja, Kinerja, Motivasi dan *Perceived Organizational Support*.

THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND WORK FACILITIES ON EMPLOYEE PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE IN BAPPEDALITBANG KABUPATEN KARO

ABSTRACT

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This study aims to determine whether Perceived Organizational Support and Work Facilities affect Performance through Motivation as an intervening variable in Bappedalitbang Karo Regency employees. The study was conducted on permanent employees at Bappedalitbang Karo Regency. The population in this study was 33 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 33 people. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data processed with the SPSS version 25 program, namely the t-test, Sobel test and path analysis. The results of this study indicate: 1) a positive and significant effect between Perceived Organizational Support and Motivation; 2) a positive and significant effect between Work Facilities and Motivation; 3) a positive and significant effect between Perceived Organizational Support and Performance; 4) a positive and significant effect between Work Facilities and Performance; 5) a positive and significant effect between Motivation and Performance; 6) a positive effect between Perceived Organizational Support and Performance through Motivation as an intervening variable; and 7) a positive effect between Work Facilities and Performance through Motivation as an intervening variable.

Keywords: Motivation, Performance, Perceived Organizational Support, and