

# Pengaruh Perceived Organizational Support terhadap Task Performance yang Dimediasi oleh Individual Readiness for Change dan Psychological Capital = The Effect of Perceived Organizational Support in Task Performance Mediated by Individual Readiness for Change and Psychological Capital

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## Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh perceived organizational support terhadap task performance yang dimediasi individual readiness for change dan psychological capital. Penelitian ini merupakan penelitian kuantitatif dengan desain cross sectional. Sampel penelitian ini adalah karyawan yang bekerja di perusahaan telekomunikasi seluler di seluruh Indonesia yang didapatkan dengan menggunakan purposive sampling. Total sampel berjumlah 275 karyawan. Metode analisis yang digunakan yaitu structural equation modeling dengan menggunakan aplikasi LISREL. Hasil penelitian menunjukkan bahwa psychological capital memediasi pengaruh perceived organizational support terhadap individual readiness for change dan task performance. Akan tetapi, perceived organizational support dan individual readiness for change tidak memiliki pengaruh signifikan secara langsung terhadap task performance.

.....This study aims to determine the effect of perceived organizational support in task performance mediated by individual readiness for change and psychological capital. This research is a quantitative study with a cross-sectional design. The samples of this study were employees who work in cellular telecommunication companies throughout Indonesia, obtained using purposive sampling. The total samples were 275 employees. The analytical method used is structural equation modeling using the LISREL application. The results showed that psychological capital mediated the effect of perceived organizational support on individual readiness for change and task performance. However, perceived organizational support and individual readiness for change do not have a direct significant effect on task performance.