

PERAN PERSON-ORGANIZATION FIT TERHADAP WORK
PERFORMANCE PADA KARYAWAN GENERASI Z MELALUI JOB
FLOURISHING SEBAGAI MEDIATOR

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Abstract. The phenomenon of work performance among Generation Z employees has become an important concern amid global economic uncertainty and increasing organizational demands for adaptability and productivity. As the future workforce, Generation Z holds significant potential in supporting organizational sustainability and competitiveness. This study aims to examine the role of person-organization fit (POF) on work performance (WP) among Generation Z employees, with job flourishing (JF) as a mediating variable. A total of 510 Generation Z employees completed the Individual Work Performance Questionnaire (IWPQ), the Flourishing-at-Work Scale Short Form (FAWS-SF), and the Person-Organization Fit Scale. Data were analyzed using Structural Equation Modeling (SEM) with the assistance of JASP software version 0.95.4. The results indicate that person-organization fit influences work performance through the full mediation of job flourishing.

Keywords: *Work performance, person-organization fit, job flourishing, generation z employee*

Abstrak. Fenomena kinerja kerja karyawan Generasi Z menjadi perhatian penting di tengah ketidakpastian ekonomi global dan tuntutan organisasi untuk tetap adaptif serta produktif. Generasi Z, sebagai angkatan kerja masa depan, memiliki potensi besar dalam mendukung keberlanjutan dan daya saing organisasi. Penelitian ini bertujuan untuk menguji peran *person-organization fit* (POF) terhadap *work performance* (WP) pada karyawan Generasi Z dengan *job flourishing* (JF) sebagai variabel mediator. Sebanyak 510 karyawan Generasi Z mengisi *Individual Work Performance Questionnaire* (IWPQ), *Flourishing-at-Work Scale Short Form* (FAWS-SF) dan *Person-Organization Fit Scale*. Analisis data menggunakan *Structural Equation Modeling* dengan bantuan *software* JASP versi 0.95.4 menunjukkan adanya peran POF terhadap WP melalui mediasi penuh dari *job flourishing*.

Kata kunci: *Work performance, person-organization fit, job flourishing, generation z employee*