

ABSTRACT

This study aims to examine the influence of perceived organizational support toward job performance with affective commitment as the mediating variable, a study on woman employees at palm oil industries located in Pekanbaru, Indonesia. Data collection method used for this study is survey with 150 women respondents who have worked for minimum two years and holding a minimum diploma degree. Simple regression and multiple regression analysis method were used to test the hypothesis in this study. The results of this study proved that perceived organizational support has significant positive relationship towards job performance. Affective commitment, on the other hand, proved to mediate the positive influence of perceived organizational support to affective commitment.

Key words: Perceived Organizational Support, Job Performance, Affective Commitment.

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *Perceived Organizational Support* terhadap *Job Performance* dengan *Affective Commitment* sebagai variabel mediasi, studi tentang karyawan wanita di industri kelapa sawit yang berlokasi di Pekanbaru, Indonesia. Metode pengumpulan data yang digunakan untuk penelitian ini adalah survei dengan 150 responden wanita dengan ketentuan telah bekerja minimal dua tahun. Regresi sederhana dan metode analisis regresi berganda digunakan untuk menguji hipotesis dalam penelitian ini. Hasil penelitian ini membuktikan bahwa *Perceived Organizational Support* yang dirapatkan pekerja wanita memiliki hubungan positif yang signifikan terhadap *Job Performance*. *Affective Commitment* terbukti memediasi pengaruh positif dari *Perceived organizational Support* terhadap *Job Performance*.

Kata Kunci: Perceived Organizational Support, Job Performance, Affective Commitment.