



Abstrak

Abstrak. Keberhasilan organisasi dalam menghadapi lingkungan yang dinamis di era VUCA ditentukan oleh karyawan yang ada di dalamnya. Karyawan merupakan penggerak utama organisasi dalam mencapai kinerja dan mempertahankan daya saing. Penelitian ini bertujuan untuk mengidentifikasi faktor individu dan faktor situasional yang dapat mempengaruhi kinerja karyawan. Dalam lingkungan bisnis yang terus berubah *workforce agility* dipandang sebagai salah satu faktor individu yang krusial dalam menunjang kinerja karyawan. Sementara itu dukungan dari organisasi dipandang sebagai salah satu faktor situasional yang mempengaruhi kinerja karyawan. Penelitian ini dilakukan di PT X, salah satu BUMN di bidang penyediaan energi yang pada saat ini tengah menjalankan berbagai program transformasi dan perubahan. Hasil analisa dengan menggunakan *structural equation modelling* menunjukkan bahwa *workforce agility* berperan signifikan terhadap performansi kinerja karyawan ($\beta = 0,654$; $p < 0,001$) dan persepsi dukungan organisasi juga terbukti berperan signifikan terhadap performansi kinerja karyawan ($\beta = 0,159$; $p < 0,001$). Secara bersama-sama, kontribusi *workforce agility* dan persepsi dukungan organisasi terhadap performansi kinerja karyawan adalah sebesar 45,3%.

Kata kunci: *job performance, perceived organization support, workforce agility*

Abstract. The success of an organization in facing the dynamic environment in VUCA era is determined by employees in it. Employees are the main driver of organizations in achieving performance and maintaining competitiveness. This study aims to identify individual and situational factors that might affect job performance. In a continuously-changing business environment, workforce agility is perceived as one of the crucial individual factors in supporting job performance, while organization support is perceived as one of the situational factors affecting job performance. This study was conducted in PT X, one of the State-Owned Enterprises in the sector of energy supply, which is currently running various transformation and changing programs. Analysis results through the application of the structural equation modelling show that workforce agility contributed significantly to job performance ($\beta = 0.654$; $p < 0.001$), perceived organizational support was also proven as contributed significantly to job performance ($\beta = 0.159$; $p < 0.001$). The collective contribution of workforce agility and perceived organizational support to job performance is 45.3%.

Keywords: *job performance, perceived organization support, workforce agility*