

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DAN *QUALITY OF WORK LIFE* (QWL) TERHADAP KINERJA PEGAWAI MELALUI KOMITMEN ORGANISASI SEBAGAI VARIABEL *INTERVENING* PADA BIRO PENGADAAN BARANG/JASA DAN PEREKONOMIAN SEKRETARIAT DAERAH PROVINSI BALI

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan mengetahui *Perceived Organizational Support* (POS) dan *Quality Of Work Life* (QWL) Terhadap Kinerja Pegawai melalui Komitmen Organisasi sebagai Variabel *Intervening* sebagai akibat kesenjangan hasil penelitian terdahulu (*research gap*). Penelitian ini dilakukan pada Biro Pengadaan Barang/Jasa dan Perekonomian Sekretariat Daerah Provinsi Bali dengan populasi dan sampel penelitian seluruh Pegawai Negeri Sipil sebanyak 77 dengan metode pengambilan sampel adalah sampel jenuh orang. Seluruh data yang diperoleh dari distribusi kuesioner layak digunakan, selanjutnya dianalisis menggunakan *Structural Equation Modeling* (SEM) berbasis varian yang dikenal dengan analisis *Partial Least Square* (PLS)

Penelitian ini mampu membuktikan bahwa 1) *Perceived Organizational Support* (POS) berpengaruh positif signifikan terhadap Komitmen Organisasi; 2) *Quality of Work Life* (QWL) berpengaruh positif signifikan terhadap Komitmen Organisasi; 3) *Perceived Organizational Support* (POS) berpengaruh positif signifikan terhadap Kinerja Pegawai; 4) *Quality of Work Life* (QWL) berpengaruh positif signifikan terhadap Kinerja Pegawai; 5) Komitmen Organisasi berpengaruh positif signifikan terhadap Kinerja Pegawai; 6) Komitmen Organisasi memediasi hubungan antara *Perceived Organizational Support* (POS) dan Kinerja Pegawai dan 7) Komitmen Organisasi memediasi hubungan antara *Quality of Work Life* (QWL) dan Kinerja Pegawai.

Kata Kunci : *Perceived Organizational Support* (POS), *Quality Of Work Life* (QWL), Kinerja Pegawai, Komitmen Organisasi

**THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT (POS)
AND QUALITY OF WORK LIFE (QWL) ON EMPLOYEE
PERFORMANCE THROUGH ORGANIZATIONAL COMMITMENTS AS
INTERVENING VARIABLES AT THE BUREAU OF PROCUREMENT
OF GOODS/SERVICES AND THE ECONOMY OF THE REGIONAL
SECRETARIAT OF THE PROVINCE OF BALI**

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ABSTRACT

This research aims to test and analyze the effect of Perceived Organizational Support (POS) and Quality Of Work Life (QWL) on Employee Performance through Organizational Commitment as an Intervening Variable as a result of the gap in the results of previous research (research gap). This research was conducted at the Bureau of Procurement of Goods/Services and the Economy of the Regional Secretariat of Bali Province with a population and research samples of all Civil Servants as many 77 people with sampling method is a saturated sample. All data obtained from the questionnaire distribution is appropriate to use, and then analyzed using Structural Equation Modeling (SEM) based on variance known as Partial Least Square (PLS) analysis

This research is able to prove that 1) Perceived Organizational Support (POS) had a significant positive effect on Organizational Commitment; 2) Quality of Work Life (QWL) had a significant positive effect on Organizational Commitment; 3) Perceived Organizational Support (POS) had a significant positive effect on Employee Performance; 4) Quality of Work Life (QWL) had a significant positive effect on Employee Performance; 5) Organizational Commitment had a significant positive effect on Employee Performance; 6) Organizational Commitment mediates the relationship between Perceived Organizational Support (POS) and Employee Performance, and 7) Organizational Commitment mediates the relationship between Work Life (QWL) and Employee Performance.

Keywords : Perceived Organizational Support (POS), Quality Of Work Life (QWL), Employee Performance, Organizational Commitment