

## **ABSTRACT**

*The achievement of the minimum standard credit score and the passing rate of the competency test for the promotion of Pejabat Fungsional Penata Ruang has yet to be maximized. This study aims to analyze the effect of perceived organizational support, work motivation, and competence that can affect the performance of Pejabat Fungsional Penata Ruang, both directly and mediated by employee engagement. The type of research used in this study is explanatory causality research. The method used in this study is quantitative, with probability sampling used in the sample research method, and the sampling technique used is a proportionate stratified random sampling of 194 people from a population of 390 Pejabat Fungsional Penata Ruang. Data analysis method using SEM PLS with SmartPLS 3.2.9 application. The results of this study show that (1) perceived organizational support has a negative and insignificant effect on employee performance, (2) perceived organizational support has a positive and significant effect on employee engagement, (3) work motivation has a positive and significant influence on employee performance, (4) work motivation has a positive and significant influence on employee engagement, (5) competence has a positive and significant influence on employee performance, (6) competence has a positive and significant influence on employee engagement, (7) employee engagement mediates the effect of perceived organizational support on employee performance, (8) employee engagement mediates the effect of perceived organizational support on work motivation, (9) employee engagement mediates the effect of perceived organizational support on competence and (10) employee engagement Positive and significant effect on employee performance.*

*Keywords: Perceived Organizational Support, Work Motivation, Competence, Employee Engagement, Performance.*

## ABSTRAK

Pencapaian standar minimal angka kredit Pejabat Fungsional Penata Ruang dan tingkat kelulusan uji kompetensi kenaikan jenjang jabatan fungsional Penata Ruang belum maksimal. Penelitian ini bertujuan untuk menganalisis pengaruh *perceived organizational support*, motivasi kerja dan kompetensi dapat mempengaruhi kinerja pegawai pejabat fungsional Penata Ruang baik secara langsung maupun dimediasi oleh *employee engagement*. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian eksplanatori kausalitas. Metode yang digunakan dalam penelitian ini adalah kuantitatif dengan *probability sampling* digunakan dalam metode penelitian sampel, dengan teknik sampel yang digunakan adalah *proportionate stratified random sampling* sebesar 194 orang dari populasi 390 orang Pejabat Fungsional Penata Ruang mekanisme pengangkatan pertama dan perpindahan jabatan. Metode analisis data menggunakan SEM PLS dengan aplikasi SmartPLS 3.2.9. Hasil penelitian ini menunjukkan bahwa (1) *perceived organizational support* berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai, (2) *perceived organizational support* berpengaruh positif dan signifikan terhadap *employee engagement*, (3) motivasi kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, (4) motivasi kerja memiliki pengaruh positif dan signifikan terhadap *employee engagement*, (5) kompetensi memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, (6) kompetensi memiliki pengaruh positif dan signifikan terhadap *employee engagement*, (7) *employee engagement* memediasi pengaruh *perceived organizational support* terhadap kinerja pegawai, (8) *employee engagement* memediasi pengaruh *perceived organizational support* terhadap motivasi kerja, (9) *employee engagement* memediasi pengaruh *perceived organizational support* terhadap kompetensi, dan (10) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci: *Perceived Organizational Support*, Motivasi Kerja, Kompetensi, *Employee Engagement*, Kinerja, Pejabat Fungsional.