

***Transformation of PT Matra Roda Piranti Employee Performance through
Perceived Organizational Support, Employee Engagement,
and Emotional Intelligence***

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ABSTRACT

This study aims to analyze the effect of perceived organizational support, employee engagement, and emotional intelligence on employee performance at PT Matra Roda Piranti. The method used is quantitative with a sample of 62 permanent employees. Data were collected through questionnaires distributed to respondents and analyzed using two techniques, namely descriptive and inferential statistical analysis techniques using the Partial Least Square (PLS) method with the help of SmartPLS software. The results showed that the three variables had a positive and significant effect on employee performance, with emotional intelligence as the most dominant variable. These findings provide insight for management in improving employee performance through organizational support, employee engagement, and emotional intelligence development. Suggestions for future research are to expand the variables studied and for company management to pay attention to these three variables to optimize employee performance.

Keywords: performance, perceived organizational support, employee engagement, emotional intelligence

Transformasi Kinerja Karyawan PT Matra Roda Piranti Melalui *Perceived Organizational Support, Employee Engagement*, dan Kecerdasan Emosional

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *perceived organizational support, employee engagement*, dan kecerdasan emosional terhadap kinerja karyawan di PT Matra Roda Piranti. Metode yang digunakan adalah kuantitatif dengan sampel 62 karyawan tetap. Data dikumpulkan melalui kuesioner yang disebarakan kepada responden dan dianalisis menggunakan dua teknik, yaitu teknik analisis statistik deskriptif dan inferensial menggunakan metode *Partial Least Square* (PLS) dengan bantuan perangkat lunak SmartPLS. Hasil penelitian menunjukkan bahwa ketiga variabel berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan kecerdasan emosional sebagai variabel yang paling dominan. Temuan ini memberikan wawasan bagi manajemen dalam meningkatkan kinerja karyawan melalui dukungan organisasi, *employee engagement*, dan pengembangan kecerdasan emosional. Saran untuk penelitian selanjutnya adalah memperluas variabel yang diteliti dan bagi manajemen perusahaan untuk memperhatikan ketiga variabel ini guna mengoptimalkan kinerja karyawan.

Kata kunci: kinerja karyawan, *perceived organizational support, employee engagement*, kecerdasan emosional