

ABSTRACT

This study aims to analyze the effect of perceived organizational support (POS) and innovative work behavior on employee performance with job involvement as an intervening variable, focusing on educational staff at the Vocational School of Diponegoro University. A quantitative approach was applied using a census method with 85 respondents, all of whom were administrative staff. Data were analyzed using Partial Least Squares (PLS). The results indicate that POS has a positive and significant effect on employee performance, while innovative work behavior does not have a direct effect. However, both POS and innovative work behavior show a positive and significant influence on job involvement, which subsequently has a positive effect on employee performance. These findings highlight that job involvement plays a crucial mediating role in linking POS and innovative work behavior to employee performance. The implications suggest that organizational support and the creation of a work climate that fosters innovation are essential to enhancing job involvement. Consequently, employee performance can be improved through management strategies that strengthen perceived organizational support, provide recognition, and encourage innovation, all of which are internalized through job involvement.

Keywords: *Perceived Organizational Support, Innovative Work Behavior, Job Involvement, Employee Performance.*

