

## ABSTRACT

*Work motivation is a drive originating from within and outside the employee that impacts employee performance in an organization. The process of creating work motivation is influenced by several factors that can strengthen or weaken it. This study aims to investigate the relationship between the influence of organizational support and work motivation, mediated by job security.*

*This study was conducted on a sample of educational staff at Diponegoro University. The sample was obtained through random sampling, with a total of 156 respondents meeting certain criteria. The analysis method used was Structural Equation Modeling (SEM) with the assistance of Smart Partial Least Square (Smart-PLS) version 4 software.*

*This study shows that organizational support has a significant positive relationship with work motivation. Job security also significantly influences work motivation. Furthermore, job security significantly mediates the relationship between organizational support and work motivation.*

*Keywords: Perceived of Organizational Support, Job Security, Work Motivation*

