

ABSTRACT

Employee performance in public institutions is not determined solely by individual capability, but also by the extent to which organizational support is perceived as meaningful by employees. In the context of Statistics Indonesia offices in the former Pati Residency area, the dominance of millennial employees makes organizational support and organizational commitment important factors in maintaining work quality, task completion accuracy, and the reliability of statistical services. This study examines the effect of Perceived Organizational Support on Employee Performance with Organizational Commitment as a mediating variable. A quantitative approach was applied using a census technique, involving all 113 millennial employees as respondents. Data were collected through questionnaires and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4.0. The measurement model was developed using a second order construct approach because each main variable consists of underlying dimensions. The findings indicate that Perceived Organizational Support has a positive and significant effect on Employee Performance, with an original sample value of 0.330, a t-statistic of 5.955, and a p-value of 0.000. Perceived Organizational Support also has a positive and significant effect on Organizational Commitment, with an original sample value of 0.685, a t-statistic of 13.892, and a p-value of 0.000. Furthermore, Organizational Commitment has a positive and significant effect on Employee Performance, with an original sample value of 0.607, a t-statistic of 12.400, and a p-value of 0.000. The indirect effect test shows that Organizational Commitment mediates the effect of Perceived Organizational Support on Employee Performance, with an original sample value of 0.416, a t-statistic of 9.354, and a p-value of 0.000. These results confirm that organizational support improves employee performance not only directly, but also indirectly through the strengthening of organizational commitment. Since both direct and indirect effects are significant, Organizational Commitment functions as a partial mediator.

Keywords: Perceived Organizational Support, Organizational Commitment, Employee Performance, Millennial Employees, PLS-SEM.