

## ABSTRACT

*The purpose of this study was to determine the direction of Perceived organizational support on teacher performance with innovative work behavior as a mediating variable for teachers at SMA Negeri 1 Klaten. The independent variables in this study are Perceived organizational support, teacher performance as the dependent variable, and innovative work behavior as mediating variables.*

*This research is in the form of mixed research using a questionnaire as a data collection method. The population used was SMA Negeri 1 Klaten teachers, with a total sample of 56 teachers. The data analysis method uses Structural Equation Modeling (SEM) through the SmartPLS version 3.2.9 software application.*

*The results of this study indicate that Perceived Organizational Support has a positive and significant effect on Teacher Performance. Perceived Organizational Support have a positive and insignificant effect on Innovative Work Behavior. Innovative work behavior has a positive and significant effect on teacher performance. This study also shows that Innovative Work Behavior cannot be an Intervening variable on the influence between Perceived Organizational Support and Teacher Performance.*

*Keywords: Perceived Organizational Support, Teacher Performance, Innovative Work Behavior*

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