

ABSTRACT

PT Great Citra Lestari is a manufacturing company engaged in the manufacture of apparel. Based on the results of preliminary tests conducted on the employees of PT Great Citra Lestari, the level of organizational perception, job satisfaction, and employee performance is high. Therefore, this achievement must be approved and improved in order to achieve amidst the fierce competition in the garment industry.

The purpose of this study was to find out how the organization's perspective and satisfaction at PT Great Citra Lestari.

The research method used is quantitative research methods. To collect data, the authors submit questions to 120 permanent employee respondents of PT Great Citra Lestari. The questionnaire used had 44 statements with a six-point Likert scale. The sampling method used in this study is nonprobability sampling with convenience sampling technique. In explaining the results of research, data analysis techniques used are descriptive analysis and path analysis.

The results showed the level of organizational success, job satisfaction and employee performance of PT Great Citra Lestari was high. Based on the results obtained from organizational perceptions and joint job satisfaction and significant on employee performance of 0.726 or 72.6%.

Hypothesis testing has been conducted using t test and f test with results that indicate perceptions of organizational support for work significance, perceptions of organizational support have a significant effect on employee performance, perceptions of organizational support and job satisfaction have a significant and simulant effect on employee performance.

Based on the results of the study, then to improve the performance of employees of PT Great Citra Lestari, companies need to pay attention to organizational assessment factors and job satisfaction, because the perception of organizational support and job satisfaction is hampered against employee performance. The results of this study are expected to complement the literature related to the perception of organizational support and satisfaction with employee participation.

Keywords: *perception organizational support, job satisfaction, employee performance*