

## **ABSTRACT**

*At this time the world is undergoing major changes, especially in the economic sector. Competition between companies is increasing in this era of globalization. One of the problems that often arises is the result of poor resource management carried out by the company which will have an impact on the performance results produced by employees. Many factors can affect the performance results produced by employees, namely the support provided by the company and also the confidence in the employees themselves.*

*The purpose of this study is to find out more about the effect of Perceived Organizational Support on Employee Performance through Self Efficacy as an Intervening Variable at PT Enerco RPO International. It is hoped that this research can contribute to increasing understanding in the realm of Human Resource Management, especially in these fields.*

*This research uses quantitative methods with data collection techniques using questionnaires distributed to all employees of PT Enerco RPO International. The sampling technique used is Probability Sampling with a sample of 73 respondents and using the analysis method used, namely SEM-PLS.*

*The results obtained are that Perceived Organizational Support has a positive and significant effect on Self-Efficacy. Self-efficacy has a positive and significant effect on Employee Performance. Perceived Organizational Support has a positive and significant influence on Employee Performance. Likewise, Perceived Organizational Support has a significant positive effect on employee performance through Self-Efficacy as an intervening variable.*

*Based on the results of the study, suggestions that can be given to the company are that the company needs to further optimize and maintain the values regarding Perceptions of Organizational Support, Self-Efficacy, and Performance generated by its employees which will certainly affect the sustainable growth of PT.Enerco RPO International*

**Keyword :** *Perceived Organizational Support, SelfEfficacy, Employee Performance*