

ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi sebuah model konseptual baru yang dapat mengisi keterbatasan studi terdahulu dan kesenjangan penelitian antara *intrinsic goals* dan *perceived organizational support (POS)* dengan *employee performance* yang berpusat pada konsepsi *work passion*.

Populasi yang digunakan adalah karyawan bagian penjualan dari 5 cabang nasmoco semarang berjumlah 87 orang. Sampel diambil dengan pendekatan sensus yaitu mengambil keseluruhan populasi sebagai responden penelitian sehingga jumlah sampel di dalam penelitian ini adalah 87 orang. Alat analisis adalah *Sruktural Equation Modeling (SEM)* dengan metode *Partial Least Square (Smartpls Vers. 3.3.2)*.

Hasil penelitian menunjukkan bahwa *intrinsic goals* dan *work passion* tidak berpengaruh terhadap *employee performance*, sedangkan *perceived organizational support (POS)* berpengaruh terhadap *employee performance*. Selain itu *intrinsic goals* dan *perceived organizational support (POS)* berpengaruh terhadap *work passion*. *Work passion* sebagai variabel mediasi tidak dapat memberikan pengaruh *intrinsic goals* dan *perceived organizational support (POS)* terhadap *employee performance*.

Kata Kunci : *work passion, intrinsic goals, perceived organizational support (POS), employee performance*

ABSTRACT

This study aims to explore a new conceptual model that can fill the limitations of previous studies and research gaps between intrinsic goals and perceived organizational support (POS) with employee performance centered on the conception of work passion.

The population used is sales employees from 5 branches of Nasmoco Semarang totaling 87 people. The sample was taken by using a census approach, namely taking the entire population as research respondents so that the number of samples in this study was 87 people. The analysis tool is structural equation modeling (SEM) with the partial least square method (Smartpls Vers. 3.3.2).

The results showed that intrinsic goals and work passion had can't effect on employee performance, while perceived organizational support (POS) had an effect on employee performance. In addition, intrinsic goals and perceived organizational support (POS) have an effect on work passion. Work passion as a mediating variable can't influence intrinsic goals and perceived organizational support (POS) on employee performance.

Keywords: work passion, intrinsic goals, perceived organizational support (POS), employee performance.