

ABSTRAK

Penelitian ini bertujuan menganalisis peran motivasi berprestasi dalam memoderasi hubungan antara *perceived organizational support* dan *perceived supervisor support* terhadap *leadership readiness* pada level kepemimpinan (Group Leader–Manager) di PT XYZ. Penelitian menggunakan pendekatan kuantitatif eksplanatori dengan metode *Structural Equation Modeling* berbasis *Partial Least Squares* (SEM-PLS). Data dikumpulkan melalui kuesioner skala likert lima poin dari 89 responden yang dipilih menggunakan teknik *near census*. Hasil penelitian menunjukkan bahwa *perceived organizational support* berpengaruh positif dan signifikan terhadap *leadership readiness*, sedangkan *perceived supervisor support* tidak menunjukkan pengaruh yang signifikan. Motivasi berprestasi tidak terbukti memoderasi hubungan antara *perceived organizational support* dan *leadership readiness* maupun antara *perceived supervisor support* dan *leadership readiness*. Temuan ini mengindikasikan bahwa kesiapan kepemimpinan di PT XYZ lebih banyak dibentuk oleh dukungan organisasi yang bersifat, dibandingkan oleh dukungan supervisor secara langsung. Secara teoretis, penelitian ini memperkaya kajian *leadership readiness* dengan menegaskan bahwa dukungan organisasi memiliki pengaruh lebih dominan dibandingkan dukungan supervisor dalam konteks manufaktur. Secara praktis, hasil penelitian ini memberikan implikasi bagi perusahaan untuk mentransformasi strategi pengembangan kepemimpinan dengan memprioritaskan penyediaan sumber daya karier yang konkret, mereposisi peran atasan sebagai fasilitator umpan balik atas pengalaman peran, serta menyelenggarakan program berbasis simulasi strategis untuk mengasah kepercayaan diri dan ketahanan karyawan dalam menghadapi tekanan kerja yang kompleks.

Kata Kunci: *Perceived Organizational Support; Perceived Supervisor Support; Motivasi Berprestasi; Leadership readiness; SEM-PLS*

ABTRACT

This study aims to examine the role of achievement motivation in moderating the relationship between perceived organizational support and perceived supervisor support and leadership readiness among Group Leader–Manager level employees at PT XYZ. The study adopts a quantitative explanatory approach using Structural Equation Modeling with the Partial Least Squares (SEM-PLS) method. Data were collected through five-point likert scale questionnaires from 89 respondents selected using a near-census technique. The results indicate that perceived organizational support has a positive and significant effect on leadership readiness, whereas perceived supervisor support does not show a significant effect. Achievement motivation is not proven to moderate the relationship between perceived organizational support and leadership readiness, nor between perceived supervisor support and leadership readiness. However, achievement motivation has a direct, positive, and significant effect on leadership readiness. These findings suggest that leadership readiness at PT XYZ is shaped more by systemic organizational support and individuals' internal motivational drives than by direct supervisor support. Theoretically, this research enriches the study of leadership readiness by affirming that organizational support has a more dominant influence than supervisor support within the manufacturing context. Practically, the results imply that companies should transform their leadership development strategies by prioritizing the provision of concrete career resources, repositioning the role of supervisors as feedback facilitators for role experiences, and implementing strategy-based simulation programs to sharpen employees' self-confidence and resilience in facing complex work pressures.

Keyword: *Perceived Organizational Support; Perceived Supervisor Support; Achievement Motivation; Leadership readiness; SEM-PLS*