

**PENGARUH MODAL PSIKOLOGIS (*PSYCHOLOGICAL CAPITAL*) DAN
PERSEPSI DUKUNGAN ORGANISASI TERHADAP KINERJA
KARYAWAN PTPN XXX**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh modal psikologis dan persepsi dukungan organisasi terhadap kinerja karyawan pada PTPN XXX. Hasil penelitian menunjukkan bahwa modal psikologis karyawan berada pada kategori baik, persepsi dukungan organisasi tergolong cukup baik, dan kinerja karyawan dinilai baik oleh para karyawan. Secara parsial, modal psikologis memiliki pengaruh signifikan terhadap kinerja karyawan. Demikian pula, persepsi dukungan organisasi secara parsial memberikan pengaruh signifikan terhadap kinerja karyawan. Temuan ini menegaskan pentingnya modal psikologis dan persepsi dukungan organisasi dalam meningkatkan kinerja karyawan.

Kata Kunci: Modal Psikologi (*Psychological Capital*), Persepsi Dukungan Organisasi, Kinerja Karyawan, PTPN XXX.

**THE EFFECT OF PSYCHOLOGICAL CAPITAL AND PERCEPTION OF
ORGANIZATIONAL SUPPORT ON EMPLOYEE PERFORMANCE AT
PTPN XXX**

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ABSTRACT

This study aims to analyze the influence of psychological capital and perceived organizational support on employee performance at PTPN XXX. The results indicate that employees' psychological capital is categorized as good, perceived organizational support is considered fairly good, and employee performance is perceived as good by the employees. Partially, psychological capital has a significant influence on employee performance. Similarly, perceived organizational support also has a significant partial influence on employee performance. These findings highlight the importance of psychological capital and perceived organizational support in improving employee performance.

Keywords: Psychological Capital (Psychological Capital), Perception of Organizational Support, Employee Performance, PTPN XXX.