

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui menguji Pengaruh Gaya Kepemimpinan, *Perceived Organizational Support* terhadap Kinerja Karyawan dengan Komitmen Organisasi sebagai variabel intervening pada PT. Bakrie Pasaman Plantation. Metode analisis data menggunakan kuisioner, dengan sampel 58 responden. Metode analisis data yang digunakan adalah analisis linier berganda dan analisis jalur.

Berdasarkan hasil penelitian ini menunjukkan bahwa, (1) Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan terhadap Komitmen Organisasi pada PT. Bakrie Pasaman Plantations air Balam, (2) Terdapat pengaruh positif dan tidak signifikan antara *Perceived Organizational Support* terhadap Komitmen Organisasi pada PT. Bakrie Pasaman Plantations air Balam, (3) Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan terhadap Kinerja Karyawan pada PT. Bakrie Pasaman Plantations air Balam, (4) Terdapat pengaruh positif dan signifikan antara *Perceived Organizational Support* terhadap Kinerja Karyawan pada PT. Bakrie Pasaman Plantations air Balam, (5) Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Karyawan pada PT. Bakrie Pasaman Plantations air Balam, (6) Komitmen Organisasi tidak memediasi Gaya Kepemimpinan terhadap Kinerja Karyawan, (7) Komitmen Organisasi tidak memediasi *Perceived Organizational Support* terhadap Kinerja Karyawan.

**Kata Kunci:** Gaya Kepemimpinan, *Perceived Organizational Support*, Kinerja Karyawan, dan Komitmen Organisasi.

## ABSTRAC

*The purpose of this study was to determine the effect of leadership style, perceived organizational support on employee performance with organizational commitment as an intervening variable at PT. Bakrie Pasaman Plantation. Methods of data analysis using a questionnaire, with a sample of 58 respondents. The data analysis method used is multiple linear analysis and path analysis.*

*Based on the results of this study indicate that, (1) There is a positive and significant influence between Leadership Style on Organizational Commitment at PT. Bakrie Pasaman Plantations air Balam, (2) There is a positive and insignificant influence between Perceived Organizational Support on Organizational Commitment at PT. Bakrie Pasaman Plantations air Balam, (3) There is a positive and significant influence between Leadership Style on Employee Performance at PT. Bakrie Pasaman Plantations air Balam, (4) There is a positive and significant influence between Perceived Organizational Support on Employee Performance at PT. Bakrie Pasaman Plantations air Balam, (5) There is a positive and significant influence between Organizational Commitment on Employee Performance at PT. Bakrie Pasaman Plantations air Balam, (6) Organizational Commitment does not mediate Leadership Style on Employee Performance, (7) Organizational Commitment does not mediate Perceived Organizational Support on Employee Performance.*

***Keywords: Leadership Style, Perceived Organizational Support, Employee Performance, and Organizational Commitment.***