

## ABSTRAK

### **PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT (POS)*, PELATIHAN KERJA DAN PENGALAMAN KERJA TERHADAP PRESTASI KERJA DENGAN DISIPLIN KERJA SEBAGAI VARIABEL INTERVENING PADA KARYAWAN BPJS KESEHATAN CABANG PADANG**

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Mahesa Bagaskara No BP.17101155310132, jurusan manajemen tahun 2017, Pengaruh *Perceived Organizational Support (Pos)*, Pelatihan Kerja Dan Pengalaman Kerja Terhadap Prestasi Kerja Dengan Disiplin Kerja Sebagai Variabel Intervening Pada Karyawan BPJS Kesehatan Cabang Padang. Dibawah bimbingan Ibu Vivi Nila Sari, SE.,M.M dan Ibuk Marta Widian Sari, SE.,M.M. Penelitian ini menggunakan Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 50 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel *Perceived Organizational Support (Pos)* terhadap variabel Prestasi Kerja. Terdapat pengaruh positif dan tidak signifikan variabel Pelatihan Kerja terhadap variabel Prestasi Kerja. Terdapat pengaruh positif dan signifikan variabel Pengalaman Kerja terhadap variabel Prestasi Kerja. Terdapat pengaruh positif dan tidak signifikan antara variabel *Perceived Organizational Support (Pos)* terhadap variabel Disiplin Kerja. Terdapat pengaruh positif dan tidak signifikan variabel Pelatihan Kerja terhadap variabel Disiplin Kerja. Terdapat pengaruh positif dan signifikan variabel Pengalaman Kerja terhadap variabel Disiplin Kerja. Terdapat pengaruh positif dan tidak signifikan antara variabel Disiplin kerja terhadap Variabel Prestasi Kerja. Tidak terjadi pengaruh Intervening antara variabel *Perceived Organizational Support (Pos)* terhadap prestasi kerja melalui disiplin kerja pada karyawan BPJS Kesehatan Cabang padang. Tidak terjadi pengaruh Intervening antara variabel Pelatihan Kerja terhadap prestasi kerja melalui disiplin kerja pada karyawan BPJS Kesehatan Cabang padang. Tidak terjadi pengaruh Intervening antara variabel Pengalaman Kerja terhadap prestasi kerja melalui disiplin kerja pada karyawan BPJS Kesehatan Cabang padang.

**Kata Kunci : *Perceived Organizational Support (Pos)*, Pelatihan Kerja,  
Pengalaman Kerja**

## **ABSTRACT**

### **THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT (POS), VOCATIONAL TRAINING AND WORK EXPERIENCE ON WORK ACHIEVEMENT WITH WORK DISCIPLINE AS INTERVENING VARIABLES ON EMPLOYEES OF BPJS KESEHATAN BRANCH PADANG**

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*Mahesa Bagaskara Npm.17101155310132, majoring in management in 2017, The Influence of Perceived Organizational Support (Pos), Work Training and Work Experience on Work Performance with Work Discipline as an Intervening Variable on BPJS Kesehatan Padang Branch Employees. Under the guidance of Mrs. Vivi Nila Sari, SE., M.M and Ibu Marta Widian Sari, SE., M.M. This study uses the method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 50 respondents.*

*The results of the data analysis concluded that there was a significant positive influence between the Perceived Organizational Support (Pos) variable on the Job Performance variable. There is a positive and insignificant influence on the Job Training variable on the Job Performance variable. There is a positive and significant influence of Work Experience variables on Work Performance variables. There is a positive and insignificant influence between the Perceived Organizational Support (Pos) variable on the Work Discipline variable. There is a positive and insignificant influence on the Job Training variable on the Work Discipline variable. There is a positive and significant influence on the Work Experience variable on the Work Discipline variable. There is a positive and insignificant influence between the work discipline variable on the work performance variable. There is no influence of Intervening between Perceived Organizational Support (Pos) variables on work performance through work discipline on BPJS Kesehatan employees in Padang Branch. There is no intervening effect between Job Training variables on work performance through work discipline on BPJS Kesehatan employees in Padang Branch. There is no intervening effect between Work Experience variables on work performance through work discipline on BPJS Kesehatan employees in Padang Branch.*

**Keywords: Perceived Organizational Support (Pos), Job Training, Work experience**