

ABSTRACT

The Effect of Perceived Organizational Support on Knowledge Sharing Behavior Mediated by Employee Engagement (Research on Employee at Pembangunan Jaya University)

In the research entitled "The Effect of Perceived Organizational Support on Knowledge Sharing Behavior Mediated by Employee Engagement", researcher wanted to find out whether there was an effect of perceived organizational support on knowledge sharing behavior directly or indirectly through employee engagement variables at the employees of Pembangunan Jaya University. There are 3 variables in this study, namely perceived organizational support, employee engagement, and knowledge sharing behavior. These three variables will be tested using quantitative research methods and can be categorized as causal-explanatory research. In the process of data collection, a questionnaire with 30 question items was distributed to 60 employees at Pembangunan Jaya University with a minimum working period of 1 year. The data obtained will then be processed with the SPSS application using the Path Analysis method in order to be able to see the influence or relationship between variables, either through a direct path or through a mediating variable (indirect). The results of this study indicate that perceived organizational support has a significant positive effect on employee engagement, employee engagement has a significant positive effect on knowledge sharing behavior, perceived organizational support has an insignificant positive effect on knowledge sharing behavior, and there is an indirect effect of perceived organizational support on knowledge sharing behavior through employee engagement.

Keywords : *Perceived Organizational Support, Employee Engagement, And Knowledge Sharing Behavior*

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