

Role of Perceived Supervisor Support on Employee Individual Work Performance with Self-Efficacy as Mediator

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Abstract

This study was conducted to examine the role of perceived supervisor support on the individual work performance with self-efficacy as mediator. Individual work performance is behaviors or actions that are relevant with the goals of the organizations, and it is one of the key indicators for team and company performance. Theoretically, there are some aspects that influence individual work performance. Two of them are self-efficacy, as an individual aspect, and perceived supervisory support, as an environmental aspect. In this study, predicted that self efficacy as a mediator in relationship perceived supervisor support and individual work performance. Participants on this study were 130 millennials employees from PT X in Jakarta. Overall, result using multiple linear regression showed that perceived supervisor support negatively related to individual work performance ($\beta = 0.05$, $p > 0.05$). In mediation model testing, self-efficacy carried effect of perceived supervisor support and individual work performance as full mediator ($\beta = 0.67$, $p < 0.01$), at confidence level: 95% and 20.000 times rotation (lower level: 0.070, upper level: 0.195).

Keywords: individual work performance, perceived supervisory support, selfefficacy