PLAGIAT MERUPAKAN TINDAKAN TIDAK TERPUJI

ABSTRAK

PENGARUH PERSON-JOB FIT, PERSON-ORGANIZATION FIT, DAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP KINERJA KARYAWAN GENERASI Z DI DAERAH ISTIMEWA YOGYAKARTA DENGAN TRUST SEBAGAI VARIABEL MEDIASI

Felicia Fiora Ditha Alexandra
Prodi Manajemen Fakultas Bisnis & Ekonomi
Universitas Sanata Dharma
Yogyakarta
2026

Penelitian ini bertujuan untuk mengetahui: 1) pengaruh *person-job fit* terhadap kinerja karyawan Generasi Z, 2) pengaruh *person-organization fit* terhadap kinerja karyawan Generasi Z, 3) pengaruh *perceived organizational support* terhadap kinerja karyawan Generasi Z, 4) pengaruh *person-job fit* terhadap kinerja karyawan Generasi Z dengan dimediasi oleh trust, 5) pengaruh *person-organization fit* terhadap kinerja karyawan Generasi Z dengan dimediasi oleh *trust*, 6) pengaruh *perceived organizational support* terhadap kinerja karyawan Generasi Z dengan dimediasi oleh *trust*, 7) pengaruh secara langsung *trust* terhadap kinerja karyawan Generasi Z di Daerah Istimewa Yogyakarta. Populasi dalam penelitian ini adalah Generasi Z yang sudah bekerja di Daerah Istimewa Yogyakarta. Teknik pengambilan sampel yang digunakan peneliti adalah *nonprobability sampling* dengan *purposive sampling*, dengan kriteria Generasi Z yang memiliki pengalaman bekerja minimal enam bulan dan tinggal di Daerah Istimewa Yogyakarta. Penelitian ini menggunakan 386 responden sebagai sampel yang datanya diperoleh melalui penyebaran kuesioner online dalam bentuk *Google Form*. Teknik analisis data yang digunakan peneliti adalah *Partial Least Square* yaitu SmartPLS 4. Hasil penelitian menunjukkan bahwa: 1) *person-job fit* secara langsung tidak berpengaruh terhadap kinerja karyawan, 2) *person-organization fit* secara langsung berpengaruh terhadap kinerja karyawan, 3) *perceived organizational support* secara langsung berpengaruh terhadap kinerja karyawan, 4) trust berperan sebagai mediator penuh (*full mediation*) pada hubungan person-job fit dengan kinerja karyawan Generasi Z, 5) trust berperan sebagai mediator sebagian (*partial mediation*) pada hubungan person-organization fit dengan kinerja karyawan Generasi Z, 6) trust tidak berperan sebagai mediator (*no mediation*) pada hubungan perceived organizational support dengan kinerja karyawan Generasi Z, 7) trust secara langsung berpengaruh terhadap kinerja karyawan Generasi Z di Daerah Istimewa Yogyakarta. 7) *trust* secara langsung berpengaruh terhadap kinerja karyawan Generasi Z di Daerah Istimewa Yogyakarta.

Kata Kunci: *Person-Job Fit, Person-Organization Fit, Perceived Organizational Support, Trust*, dan Kinerja Karyawan Generasi Z.

PLAGIAT MERUPAKAN TINDAKAN TIDAK TERPUJI

ABSTRAK

THE INFLUENCE OF PERSON-JOB FIT, PERSON-ORGANIZATION FIT, AND PERCEIVED ORGANIZATIONAL SUPPORT ON GENERATION Z EMPLOYEE PERFORMANCE IN THE SPECIAL REGION OF YOGYAKARTA WITH TRUST AS A MEDIATING VARIABLE

Felicia Fiora Ditha Alexandra
Prodi Manajemen Fakultas Bisnis & Ekonomi
Universitas Sanata Dharma
Yogyakarta
2026

This study aims to determine: 1) the effect of person-job fit on the performance of Generation Z employees, 2) the effect of person-organization fit on the performance of Generation Z employees, 3) the effect of perceived organizational support on the performance of Generation Z employees, 4) the effect of person-job fit on the performance of Generation Z employees as mediated by trust, 5) the effect of person-organization fit on the performance of Generation Z employees as mediated by trust, 6) the effect of perceived organizational support on the performance of Generation Z employees as mediated by trust, 7) the direct effect of trust on the performance of Generation Z employees in the Special Region of Yogyakarta. The population in this study consists of Generation Z individuals who are currently employed in the Special Region of Yogyakarta. The sampling technique used by the researcher was nonprobability sampling with purposive sampling, with the criteria of Generation Z individuals who have a minimum of six months of work experience and reside in the Special Region of Yogyakarta. This study used 386 respondents as the sample, whose data were obtained through an online questionnaire distributed via Google Form. The data analysis technique used by the researcher was Partial Least Square, namely SmartPLS 4. The results of this study indicate that: 1) person-job fit has no direct effect on employee performance, 2) person-organization fit has a direct effect on employee performance, 3) perceived organizational support has a direct effect on employee performance, 4) trust acts as a full mediator in the relationship between person-job fit and the performance of Generation Z employees, 5) trust acts as a partial mediator in the relationship between person-organization fit and the performance of Generation Z employees, 6) trust does not act as a mediator (no mediation) in the relationship between perceived organizational support and the performance of Generation Z employees, 7) trust has a direct effect on the performance of Generation Z employees in the Special Region of Yogyakarta.

Keywords: Person-Job Fit, Person-Organization Fit, Perceived Organizational Support, Trust, and Generation Z Employee Performance.