

## **ABSTRAK**

### **PENGARUH MOTIVASI, *PERCEIVED ORGANIZATIONAL SUPPORT*, DAN *PERSON-JOB FIT* TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI PADA KARYAWAN NEXT HOTEL YOGYAKARTA**

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*The quality of a company can be seen through various aspects, one of which is through the quality of its human resources. The foundation of a company's profit and success is determined by the performance of each of its human resources. This explains why companies need to pay attention to their employees' performance. This study was conducted with the aim of determining the effect of motivation, perceived organizational support, and person job fit on the performance of Next Hotel Yogyakarta employees, mediated by job satisfaction. The sampling technique used saturated sampling, taking the entire population as a sample. Data collection was carried out by distributing questionnaires to all respondents. The analysis method in this study used descriptive analysis and quantitative analysis methods with PLS-based analysis using SmartPLS 4.0. The results showed that motivation had a direct effect on employee performance, perceived organizational support did not have a direct effect on employee performance, and person job fit had a direct effect on employee performance. Job satisfaction did not mediate the effect of motivation on employee performance. Job satisfaction mediated the effect of perceived organizational support and person job fit on employee performance.*

*Keywords: Employee Performance, Job Satisfaction, Motivation, Perceived organizational support, and Person Job Fit.*