

# Job Characteristics, Psychological Capital, and Perceived Organizational Support Effect on Lecturer Job Performance

Reni Tri Wijayanti

and

Rostiana

Universitas Tarumanagara

## Abstract

Purpose of this research is to investigate job characteristics, psychological capital, and perceived organizational support effect on LPT X employees job performance. Subject of this research are 65 permanent and contract lecturers in LPT X, subjects draw with convenience sampling method. Result proved that together job characteristics, psychological capital, and perceived organizational support significantly effected lecturer job performance ( $r^2=,279$ ;  $F=7,857$ ;  $sig=,000$ ). Partially, only psychological capital has significant effect to lecturer job performance ( $r^2=,258$ ;  $F=21,890$ ;  $sig=,000$ ), while lecturer job performance weren't significantly affected by job characteristic ( $r^2=,010$ ;  $F=,652$ ;  $sig=,422$ ) and perceived organizational support ( $r^2=,052$ ;  $F=3,427$ ;  $sig=,068$ ).

Keywords : job performance, job characteristic, psychological capital, perceived organizational support