

# **ROLE OF QUALITY OF WORK LIFE, PERSON - ORGANIZATION FIT, PSYCHOLOGICAL CAPITAL ON THE EMPLOYEE PERFORMANCE**

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## **Abstract**

This study aims to prove the role of the Quality of Work Life, Person-Organization Fit and Psychological Capital on the performance of individuals in the company X. The respondents in this study amounted to 91 people. Data were analyzed using regression test with Statistical Package for the Social Science (SPSS) program version 22.

This study reveals the significant role of the Quality of Work Life, Person-Organization Fit and Psychological Capital on the employee performance ( $F = 17.918$ ,  $Sig = 0.000$ ,  $r^2 = 0.382$ ). Quality of work life has 16.6% role on the employee performance ( $Sig = 0.000$ ,  $r^2 = 0.166$ ), Person-Organization Fit has 23.7% role on the employee performance ( $Sig = 0.000$ ,  $r^2 = 0.237$ ) and Psychological Capital has 28.6% role on the employee performance ( $Sig = 0.000$ ,  $r^2 = 0.286$ ). Therefore, an increase in QWL, POF, and PsyCap resulted in the higher performance of employees at company X.

**Keywords:** Performance, Quality of Work Life, Person-Organization Fit, Psychological Capital