

**THE EFFECT OF WORK ATTITUDES, EMPLOYEE
ENGAGEMENT, JOB CHARACTERISTICS, AND
ORGANIZATIONAL SUPPORT ON THE PERFORMANCE OF
EMPLOYEES IN THE PRODUCTION DEPARTMENT AT CV.
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ABSTRACT

The purpose of this study is to investigate the impact of work attitudes, employee engagement, job characteristics, and organizational support on employee performance in CV. Kairos Victor Kreasindo Yogyakarta's production division. Work attitudes, employee engagement, job features, and organizational support are all independent factors in this analysis. Employee performance is the dependent variable. Data was gathered by sending questionnaires to 32 employees of CV. Kairos Victor Kreasindo Yogyakarta's production division. According to the instrument test results, the data in this study was valid and reliable. The data in this study are normally distributed, and the regression model produced is free of multicollinearity and heteroscedasticity, according to the Classical Assumption Test. By assessing the hypothesis test statistic t, the F statistical test, the coefficient of determination test the analysis technique used is Multiple Linear Regression Analysis. The results of this study indicate that, (1) work attitude has no significant effect on employee performance. (2) Employee engagement has no significant effect on Employee Performance. (3) Job characteristics have no significant effect on employee performance. (4) Organizational support has no significant effect on employee performance.

Keywords: *Work Attitude, Employee Engagement, Job Characteristics, Organizational Support, Employee Performance.*