

ABSTRAK

Marisca Nurhasanah (2026) Dengan Pengaruh *Work-study conflict*, *Psychological capital*, Dan *Perceived social support* Terhadap Kinerja (Studi Kasus Generasi *Sandwich* Di Karesidenan Kota Madiun). Pembimbing I, Liliek Nur Sulistiyowati, S.E.,M.M. Pembimbing II Metik Asmike, S.E.,M.M. Fakultas Ekonomi dan Bisnis. Program Studi Manajemen. Universitas PGRI Madiun.

Sumber daya manusia (SDM) memegang peranan penting dalam menentukan maju atau mundurnya suatu organisasi, bisnis, instansi atau unit. Dengan Pengaruh *Work-study conflict*, *Psychological capital*, Dan *Perceived social support* Terhadap Kinerja (Studi Kasus Generasi *Sandwich* Di Karesidenan Kota Madiun). Penelitian ini menggunakan data primer yaitu kuesioner yang disebar kepada responden. Jumlah sampel dalam penelitian ini adalah 384 responden. Penelitian ini menggunakan SPSS. *Work-study conflict* berpengaruh signifikan terhadap kinerja karyawan pada generasi *sandwich* di Karesidenan Madiun. *Psychological capital* berpengaruh signifikan terhadap kinerja karyawan pada mahasiswa generasi *sandwich* di Karesidenan Madiun. *Perceived social support* berpengaruh signifikan terhadap kinerja karyawan mahasiswa generasi *sandwich* di Karesidenan Madiun. *Work-study conflict*, *psychological capital*, dan *perceived social support* secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan pada mahasiswa generasi *sandwich* di Karesidenan Madiun.

Kata Kunci: *Work-study conflict*, *Psychological capital*, *Perceived social support*, Kinerja

ABSTRACT

Marisca Nurhasanah (2026) Dengan Pengaruh *Work-study conflict*, *Psychological capital*, Dan *Perceived social support* Terhadap Kinerja (Studi Kasus Generasi *Sandwich* Di Karesidenan Kota Madiun). Pembimbing I, Liliek Nur Sulistiyowati, S.E.,M.M. Pembimbing II Metik Asmike, S.E.,M.M. Fakultas Ekonomi dan Bisnis. Program Studi Manajemen. Universitas PGRI Madiun.

Human resources (HR) play a crucial role in determining the progress or decline of an organization, business, agency, or unit. With the Influence of Work-study conflict, Psychological capital, and Perceived social support on Employee Performance (A Case Study of Sandwich Generation Students in the Madiun City Residency). This study used primary data, namely questionnaires distributed to respondents. The sample size in this study was 384 respondents. This study used SPSS. Work-study conflict significantly influences employee performance among sandwich generation students in the Madiun Residency. Psychological capital significantly influences employee performance among sandwich generation students in the Madiun Residency. Perceived social support significantly influences employee performance among sandwich generation students in the Madiun Residency. Work-study conflict, psychological capital, and perceived social support collectively significantly influence employee performance among sandwich generation students in the Madiun Residency.

Keywords: *Work-study conflict, Psychological capital, Perceived social support, Employee Performance*