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## The Effect of Perceived Organizational Support on a Mastery Goal Orientation and Job Satisfaction

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### ABSTRACT

Organizations can maintain sustainability and competitive advantages when employees are highly engaged with their organizations. Therefore, talented employees are essential for organizational growth. Based on motives to develop their skills through challenging tasks or focusing on difficult tasks to learn new skills refer to a mastery goal orientation (learning goal orientation) that is required for organizational people in order to produce talented employees. Thus, to increase and keep this type of employee need to improve employee job satisfaction when job satisfaction is one of the important factors that can prevent employees from leaving organizations and turnover intention. Therefore, the main objective of this study is to assess the associations between a mastery goal orientation and employee job satisfaction under the influence of perceived organizational support. A regression-based approach is used to test the relationships among variables. The results show that a mastery goal orientation has a positive impact on employee job satisfaction. Furthermore, the relationships between a mastery goal orientation and employee job satisfaction are strengthened under the influence of perceived organizational support. Consequently, the interaction between a mastery goal orientation and perceived organizational support can improve employee job satisfaction. These results will contribute to organizational management teams discovering approaches to increase employee job performance and job satisfaction. Therefore, leaders should be able to enhance a working climate that can promote an opportunity to learn for employees to increase their personal abilities that benefit organizational performance. Finally, employees with a mastery goal orientation will have more confidence to continue learning or mastering their skills when they perceive their organizational support.

**Keywords:** mastery goal orientation, perceived organizational support, job satisfaction, talented employees, relationships