

Impact of Perceived Supervisor Support and Perceived Co-Worker Support on Employee Job Performance with Special Reference to University Interns: The Mediating Role of Employee Engagement

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University undergraduates are those who will lead to future leadership positions or higher career positions in the business world. Their career life begins with internships. The main purpose of this study was to investigate the impact of perceived co-worker support and perceived supervisor support on university interns job performance. Further, this study was desired to identify the mediating effect of employee engagement. The morgans table was used to identify the sample size and accordingly sample size was 212 undergraduates. Random sampling method was employed to select the sample. The number of undergraduates who responded was 202 among 212 sample. A structured questionnaire was used to obtain primary data. The study was conducted among management faculty undergraduates in University of Kelaniya. Descriptive statistics, correlations analysis, regression analysis, and Sobel analysis are applied to analyze data. Findings revealed that there is a significant positive impact of perceived co-worker support & perceived supervisor support on university intern's job performance. Also, it revealed that employee engagement has a partial mediating effect. Further, Findings of this study support to organizations to get strategic steps to increase performance level of university inters.

Keywords: *Employee Engagement, Employee Job Performance, Perceived Co-worker Support, Perceived Supervisor Support*

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