

ABSTRAK

Nurhalisa delia putri, NoBP 19101155310520, Jurusan Manajemen Fakultas Ekonomi dan Bisnis (2023), *Pengaruh Employee Engagement dan Budaya Organisasi terhadap Kinerja Karyawan melalui Kepuasan Kerja sebagai Variabel Intervening* dibawah bimbingan Bapak Ramdani Bayu Putra, S.E., M.M. dan Ibu Rindy Citra Dewi, SE, MM.

Penelitian ini bertujuan untuk mengetahui Pengaruh *Employee Engagement*, dan Budaya Organisasi Pengaruhnya Terhadap Kinerja Karyawan melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT Karet Api Indonesia Drive II Sumbar. Metode pengumpulan data melalui survey dan menyebarkan kuesioner, dengan sampel 84 responden. Metode analisis yang digunakan adalah Uji Model Pengukuran (*Outher model*) dan pengujian model struktural (*Inner Model*). Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 4.0. Dengan mengedarkan kuesioner sebanyak 584 responden. Hasil analisis data menyimpulkan bahwa *employee engagement* berpengaruh signifikan terhadap variabel kepuasan kerja dengan tingkat signifikan ($0,000 < 0,05$). Budaya Organisasi berpengaruh signifikan terhadap variabel kepuasan kerja dengan tingkat signifikan ($0,000 < 0,05$). *Employee Engagement* tidak berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan ($0,000 < 0,05$). Budaya Organisasi berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan ($0,848 < 0,05$). Kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan ($0,000 < 0,05$). *Employee enaggement* berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja dengan tingkat signifikan ($0,002 < 0,05$). Budaya organisasi berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja dengan tingkat signifikan ($0,002 < 0,05$).

Kata Kunci : Employee Engagement, Budaya Organisasi, Kinerja Karyawan, Kepuasan Kerja.

ABSTRACT

Nurhalisa delia Putri, NoBP 19101155310520, Management Department, Faculty of Economics and Business (2023), The Influence of Employee Engagement and Organizational Culture on Employee Performance through Job Satisfaction as an Intervening Variable under the guidance of Mr. Ramdani Bayu Putra, S.E., M.M. and Mrs. Rindy Citra Dewi, SE, MM.

This study aims to determine the effect of employee engagement and organizational culture on employee performance through job satisfaction as an intervening variable at PT Kareta Api Indonesia Drive II, West Sumatra. Methods of data collection through surveys and distributing questionnaires, with a sample of 84 respondents. The analytical method used is the Measurement Model Test (Outer model) and structural model testing (Inner Model). The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 4.0. By distributing questionnaires as many as 84 respondents. The results of the data analysis concluded that employee engagement has a significant effect on job satisfaction with a significant level ($0.000 < 0.05$). Organizational culture has a significant effect on job satisfaction with a significant level ($0.000 < 0.05$). Employee Engagement has no significant effect on employee performance at a significant level ($0.000 < 0.05$). Organizational culture has a significant effect on employee performance at a significant level ($0.848 < 0.05$). Job satisfaction has a significant effect on employee performance at a significant level ($0.000 < 0.05$). Employee engagement has a significant effect on employee performance through job satisfaction with a significant level ($0.002 < 0.05$). Organizational culture has a significant effect on employee performance through job satisfaction with a significant level ($0.002 < 0.05$)

Keywords: *Employee Engagement, Organizational Culture, Employee Performance, Job Satisfaction.*