

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Lingkungan Kerja, Kompensasi Dan Komunikasi Interpersonal Terhadap *Employee Engagement* Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Pegawai Kantor Bupati Dharmasraya. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 73 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Lingkungan Kerja dan Kompensasi berpengaruh signifikan terhadap Kepuasan Kerja. Komunikasi berpengaruh tidak signifikan terhadap Kepuasan Kerja. Kemudian Komunikasi dan Kepuasan Kerja berpengaruh signifikan terhadap *Employee Engagement*. Lingkungan Kerja dan Kompensasi berpengaruh tidak signifikan terhadap *Employee Engagement*. Pengaruh langsung Lingkungan Kerja terhadap *Employee Engagement* lebih kecil dari pada pengaruh tidak langsung Lingkungan Kerja terhadap *Employee Engagement* melalui Kepuasan Kerja. Pengaruh langsung Kompensasi terhadap *Employee Engagement* lebih kecil dari pada pengaruh tidak langsung Kompensasi terhadap *Employee Engagement* melalui Kepuasan Kerja. Pengaruh langsung Komunikasi terhadap *Employee Engagement* lebih besar dari pada pengaruh tidak langsung Komunikasi terhadap *Employee Engagement* melalui Kepuasan Kerja.

Kontibusi sumbangan variabel *independen* Lingkungan Kerja, Kompensasi dan Komunikasi terhadap variabel *dependen* Kepuasan Kerja adalah sebesar 72,2%. Sedangkan sisanya adalah sebesar 27,8% dipengaruhi oleh variabel lain di luar penelitian ini. Kontibusi sumbangan variabel *independen* Lingkungan Kerja, Kompensasi, Komunikasi dan Kepuasan Kerja terhadap variabel *dependen* *Employee Engagement* adalah sebesar 74,6%. Sedangkan sisanya adalah sebesar 23,4% dipengaruhi oleh variabel lain di luar penelitian ini

Kata Kunci : Lingkungan Kerja, Kompensasi, Komunikasi, Kepuasan Kerja dan *Employee Engagement*

ABSTRACT

This study aims to examine how much influence the work environment, compensation and interpersonal communication have on employee engagement through job satisfaction as an intervening variable for employees at the Dharmasraya Regent's office. The method of collecting data is through surveys and distributing questionnaires, with a sample of 73 respondents. The analytical method used is multiple linear regression analysis using SPSS.

The results obtained based on the partial test (t test) obtained that the work environment and compensation have a significant effect on job satisfaction. Communication has no significant effect on job satisfaction. Then Communication and Job Satisfaction have a significant effect on Employee Engagement. Work Environment and Compensation have no significant effect on Employee Engagement. The direct effect of the work environment on employee engagement is smaller than the indirect effect of the work environment on employee engagement through job satisfaction. The direct effect of compensation on employee engagement is smaller than the indirect effect of compensation on employee engagement through job satisfaction. The direct effect of Communication on Employee Engagement is greater than the indirect effect of Communication on Employee Engagement through Job Satisfaction.

The contribution of the independent variables of Work Environment, Compensation and Communication to the dependent variable of Job Satisfaction is 72.2%. While the remaining 27.8% is influenced by other variables outside of this study. The contribution of the independent variables of Work Environment, Compensation, Communication and Job Satisfaction to the dependent variable of Employee Engagement is 74.6%. While the rest is 23.4% influenced by other variables outside of this study

Keywords: *Work Environment, Compensation, Communication, Job Satisfaction and Employee Engagement*