

**PENGARUH *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA
KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL
PEMEDIASI PT PLN (PERSERO) UNIT PELAKSANA PENGATUR
BEBAN KALIMANTAN**

Diny Arlesta

Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh *employee engagement* terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel pemediasi. Penelitian ini menggunakan data primer yang dikumpulkan dengan menyebarkan kuesioner melalui *google form* yang disebarakan kepada karyawan PT PLN (Persero) Unit Pelaksana Pengatur Beban Kalimantan. Tingkat responden yang diperoleh sebesar 72,4% sehingga hanya 50 responden yang dapat diolah. Terdapat karyawan tetap yang bekerja di 6 divisi bagian kerja yang berbeda, terdiri dari 86% laki-laki dan 14% perempuan. Metode analisis data dalam penelitian ini menggunakan statistik deskriptif yaitu menggunakan *minimum, maximum, mean* (rata-rata), *std. deviation*. Semua item kuesioner untuk menguji variabel mediasi dan independen sudah di uji validitas dan uji reliabilitas serta berdistribusi normal sehingga data dapat diolah selanjutnya data dilakukan analisis dengan *path model*. Hubungan antara variabel bersifat linear serta variabel tidak terjadi multikolinieritas dan heterokedastisitas. Uji analisis jalur (*Path Analysis*) menyatakan bahwa terdapat pengaruh signifikan secara simultan pada kedua model *path* dan uji Sobel *test* disimpulkan bahwa variabel mediasi kepuasan kerja (z) mampu memediasi pengaruh *employee engagement* terhadap kinerja karyawan. Kesimpulan dalam penelitian ini adalah (1) *Employee engagement* berpengaruh positif terhadap kepuasan kerja karyawan. (2) *Employee engagement* berpengaruh positif terhadap kinerja karyawan. (3) Kepuasan kerja berpengaruh positif terhadap kinerja karyawan. (4) Kepuasan kerja mampu memediasi pengaruh *employee engagement* terhadap kinerja karyawan.

Kata Kunci: *Employee Engagement, Kinerja Karyawan, Kepuasan Kerja.*

THE INFLUENCE OF EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE WITH WORK SATISFACTION AS A MEDIATION VARIABLE AT PT PLN (PERSERO) UNIT PELAKSANA PENGATUR BEBAN KALIMANTAN

Diny Arlesta

Abstract

This study was conducted to determine the effect of employee engagement on employee performance with job satisfaction as a mediating variable. This study uses primary data collected by distributing questionnaires via google form which are distributed to employees of PT PLN (Persero) Kalimantan Load Management Implementing Unit. The level of respondents obtained is 72.4% so that only 50 respondents can be processed. There are permanent employees who work in 6 different divisions, consisting of 86% male and 14% female. The method of data analysis in this study used descriptive statistics, namely using the minimum, maximum, mean (average), std. deviation. All questionnaire items to test the mediation and independent variables have been tested for validity and reliability and are normally distributed so that the data can be processed, then the data is analyzed using the path model. The relationship between variables is linear and the variables do not show multicollinearity and heteroscedasticity. The path analysis test states that there is a significant effect simultaneously on both the path model and the Sobel test. It is concluded that the mediating variable job satisfaction (z) is able to mediate the effect of employee engagement on employee performance. The conclusions in this study are (1) Employee engagement has a positive effect on employee job satisfaction. (2) Employee engagement has a positive effect on employee performance. (3) Job satisfaction has a positive effect on employee performance. (4) Job satisfaction is able to mediate the effect of employee engagement on employee performance.

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

