

**PENGARUH *EMPLOYEE ENGAGEMENT* DAN BUDAYA ORGANISASI
TERHADAP KINERJA PEGAWAI MELALUI KEPUASAN KERJA
SEBAGAI VARIABEL INTERVENING PADA KANTOR KECAMATAN
KABANJAHE**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui apakah *Employee Engagement* dan Budaya Organisasi berpengaruh terhadap Kinerja melalui Kepuasan Kerja sebagai variabel intervening pada pegawai Kantor Kecamatan Kabanjahe. Penelitian dilakukan terhadap pegawai tetap pada Kantor Kecamatan Kabanjahe. Populasi dalam penelitian ini sebanyak 44 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 44 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara *Employee Engagement* terhadap Kepuasan Kerja, 2) terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Kepuasan Kerja, 3) terdapat pengaruh positif dan signifikan antara *Employee Engagement* terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja, 6) Terdapat pengaruh antara *Employee Engagement* terhadap Kinerja melalui Kepuasan Kerja sebagai variabel intervening, 7) Terdapat pengaruh antara Budaya Organisasi terhadap Kinerja melalui Kepuasan Kerja sebagai variabel intervening.

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

**THE EFFECT OF EMPLOYEE ENGAGEMENT AND
ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE
THROUGH JOB SATISFACTION AS AN INTERVENING VARIABLE IN
KANTOR KECAMATAN KABANJAHE**

ABSTRACT

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This study aims to determine whether Employee Engagement and Organizational Culture influence Performance through Job Satisfaction as an intervening variable on employees of the Kabanjahe District Office. The study was conducted on permanent employees at the Kabanjahe District Office. The population in this study was 44 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 44 people. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data processed with the SPSS version 25 program, namely the t-test, Sobel test and path analysis. The results of this study indicate: 1) a positive and significant effect between Employee Engagement and Job Satisfaction, 2) a positive and significant effect between Organizational Culture and Job Satisfaction, 3) a positive and significant effect between Employee Engagement and Performance, 4) a positive and significant effect between Organizational Culture and Performance, 5) a positive and significant effect between Job Satisfaction and Performance, 6) an effect between Employee Engagement and Performance through Job Satisfaction as an intervening variable, and 7) an effect between Organizational Culture and Performance through Job Satisfaction as an intervening variable.

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