

Pengaruh *Employee Engagement* dan Komitmen Afektif terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening di P.T Eddy Transport Raya

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh *employee engagement* dan komitmen afektif terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening di P.T Eddy Transport Raya. Penelitian dilakukan kepada karyawan tetap di P.T Eddy Transport Raya. Teknik yang digunakan untuk pengambilan sampel adalah *sensus*. Jumlah responden pada penelitian ini adalah 60 orang terdiri dari 95 persen laki-laki dan 5 persen perempuan. Analisis data menggunakan analisa *Struktural Equation Modeling (SEM)*, *Partial least square (PLS)*, Evaluasi Model pengukuran (*Outer model*) dan Evaluasi Model Struktural (*Inner model*), dengan alat uji *Smart PLS 3* sebagai alat analisis.

Hasil penelitian ini adalah (1) Terdapat pengaruh signifikan *employee engagement* terhadap kinerja karyawan secara parsial, (2) Terdapat pengaruh signifikan komitmen afektif terhadap kinerja karyawan secara parsial, (3) Terdapat pengaruh signifikan *employee engagement* terhadap kepuasan kerja secara parsial, (4) Terdapat pengaruh signifikan komitmen afektif terhadap kepuasan kerja, (5) Terdapat pengaruh signifikan kepuasan kerja terhadap kinerja karyawan. (6) pengaruh secara tidak langsung *employee engagement* terhadap kinerja karyawan melalui kepuasan kerja lebih besar daripada pengaruh langsung *employee engagement* terhadap kinerja karyawan (7) Pengaruh tidak langsung komitmen afektif terhadap kinerja melalui kepuasan kerja lebih kecil daripada pengaruh langsung komitmen afektif terhadap kinerja pada karyawan P.T Eddy Transport Raya.

Kata Kunci: *Employee Engagement, Kepuasan Kerja, Komitmen afektif, Kinerja Karyawan*

ABSTRACT

This study aimed at finding out about the effect of employee engagement and affective commitment on employee performance through job satisfaction as intervening variable at P.T Eddy Transport Raya. The respondents were 60 perusahaan employees who worked in different divisions, comprising 95% males and 5% females. The data collection method was census, while the analysis *Struktural Equation Modeling (SEM)*, *Partial least square (PLS)*, (*Outer model*) and (*Inner model*), as well as *Smart PLS 3* data processing. The quantitative data analysis techniques were validity test, reliability test.

The results showed that there is a partially significant effect of employee engagement on employee performance, there is a partially significant effect of affective commitment on employee performance, there is a partially significant effect of

employee engagement on job satisfaction, there is a partially significant effect of affective commitment on job satisfaction, there is a significant effect of job satisfaction on employee performance, the indirect effect of employee engagement on performance through job satisfaction is greater than the direct effect of employee engagement on performance, the direct effect of affective commitment on performance is greater than the indirect effect of affective commitment on performance on the employees through organizational commitment of P.T Eddy Transport Raya.

Keywords: *Employee Engagement, Job Satisfaction, affective Commitment, Employee Performance*

