

Abstrak

Penelitian ini mencoba mengungkap pengaruh motivasi kerja dan *employee engagement* terhadap kinerja karyawan di Baitul Mu'amalat Al-Hikmah (BMA) Kabupaten Blora dengan kepuasan kerja sebagai variabel intervening. Responden penelitian ini berjumlah 65 dengan metode pengumpulan data berupa angket atau kuesioner. Analisis yang digunakan dalam penelitian ini terdiri atas analisis deskriptif dimana menyajikan data penelitian dan analisis inferensial dimana menggunakan beberapa teknik statistik seperti regresi, uji t, uji F, dan *path analysis* untuk mengambil kesimpulan. Adapun dalam analisis data penelitian ini menggunakan bantuan program komputer SPSS versi 11.5 dan AMOS versi 23.

Hasil analisis regresi berganda menunjukkan bahwa motivasi kerja dan *employee engagement* berpengaruh positif dan signifikan kepuasan kinerja baik secara parsial maupun simultan. Kemudian, motivasi kerja dan *employee engagement* berpengaruh positif terhadap kinerja karyawan baik secara parsial maupun simultan. Selanjutnya, kepuasan karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan. Sedangkan, berdasarkan hasil analisis jalur (*path analysis*) pengaruh secara langsung motivasi kerja terhadap kinerja lebih besar daripada pengaruh tidak langsung motivasi kerja terhadap kinerja melalui kepuasan kerja, dan pengaruh secara langsung *employee engagement* terhadap kinerja lebih besar daripada pengaruh tidak langsung *employee engagement* terhadap kinerja melalui kepuasan kerja.

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

Abstract

This study tries to uncover the effect of work motivation and employee engagement on employee performance in Baitul Mu'amalat Al-Hikmah (BMA) Blora Regency with job satisfaction as an intervening variable. The number of respondents in this study was 65 with a data collection method in the form of a questionnaire. The analysis used in this study consists of descriptive analysis which presents research data and inferential analysis which uses several statistical techniques such as regression, t test, F test, and path analysis to draw conclusions. As for the analysis of this research data using the help of computer programs SPSS version 11.5 and AMOS version 23.

The results of the multiple regression analysis showed that work motivation and employee engagement had a positive and significant effect on performance satisfaction both partially and simultaneously. Then, work motivation and employee engagement have a positive effect on employee performance both partially and simultaneously. Furthermore, employee satisfaction has a positive and significant effect on employee performance. Meanwhile, based on the results of path analysis the direct effect of work motivation toward performance was greater than indirect effect of work motivation toward performance through job satisfaction, and direct effect of employee engagement toward performance was greater than indirect effect of employee engagement toward performance through job satisfaction.

Keywords: *Work Motivation, Employee Engagement, Job Satisfaction, Employee Performance*