

ABSTRAK

Khairina Nur Fitri. NIM : 7183210053, Pengaruh Dimensi *Employee Engagement* Dan Motivasi Kerja Terhadap Kinerja Pengawas Sekolah Dinas Pendidikan Provinsi Sumatera Utara, Skripsi, Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, 2022.

Penelitian ini bertujuan untuk menganalisis dan mengetahui pengaruh Dimensi *Employee Engagement* (*Vigor, Dedication, Absorption*) Dan Motivasi Kerja Terhadap Kinerja Pengawas Sekolah Dinas Pendidikan Provinsi Sumatera Utara. Penelitian ini menggunakan penelitian asosiatif dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah 334 pengawas sekolah dari jenjang pengawas SMA, SMK, dan SLB seluruh provinsi sumatera utara. Sampel yang diambil dalam penelitian ini 182 pengawas sekolah dengan menggunakan teknik *Simple Random Sampling*. Data yang diambil dalam penelitian ini yaitu data primer yang didapat dari penyebaran kuesioner melalui *Google Form* dan data sekunder yang didapat melalui buku dan artikel yang berkaitan dengan penelitian ini. Metode analisis data yang digunakan adalah Uji validitas dan reliabilitas, uji asumsi klasik, uji analisis regresi linier berganda, analisis deskriptif, uji parsial (Uji t), uji simultan (uji F), dan uji koefisien determinasi (R^2). Berdasarkan hasil penelitian disebutkan bahwa variabel *Vigor* berpegaruh secara parsial terhadap kinerja pengawas sekolah, variabel *Dedication* berpegaruh secara parsial terhadap kinerja pengawas sekolah, variabel *Absorption* berpegaruh secara parsial terhadap kinerja pengawas sekolah, dan variabel Motivasi Kerja berpegaruh secara parsial terhadap kinerja pengawas sekolah. Berdasarkan pengujian secara bersama-sama bahwa variabel Kinerja Pengawas Sekolah berpegaruh secara simultan terhadap Dimensi *Employee Engagement* (*Vigor, Dedication, Absorption*) Dan Motivasi Kerja.

Kata Kunci: *Vigor, Dedication, Absorption, Motivasi Kerja, dan Kinerja.*

ABSTRACT

Khairina Nur Fitri, NIM. 7183210053, The Effect of Employee Engagement Dimensions and Work Motivation on the Performance of School Supervisors at the Education Office of North Sumatra Province, Thesis, Department of Management, Faculty of Economics, Medan State University, 2022.

This study aims to analyze and determine the effect of Employee Engagement Dimensions (Vigor, Dedication, Absorption) and Work Motivation on the Performance of School Supervisors at the Education Office of North Sumatra Province. This study uses associative research with a quantitative approach. The population in this study were 334 school supervisors from the supervisory levels of SMA, SMK, and SLB throughout the province of North Sumatra. The sample taken in this study was 182 school supervisors using the Simple Random Sampling technique. The data taken in this study are primary data obtained from distributing questionnaires through Google Form and secondary data obtained through books and articles related to this research. The data analysis method used is validity and reliability test, classical assumption test, multiple linear regression analysis test, descriptive analysis, partial test (t test), simultaneous test (F test), and coefficient of determination test (R^2). Based on the results of the study, it was stated that the Vigor variable had a partial effect on the performance of school supervisors, the Dedication variable had a partial effect on the performance of school supervisors, the Absorption variable had a partial effect on the performance of school supervisors, and the Work Motivation variable had a partial effect on the performance of school supervisors. Based on a joint test, the School Supervisor's Performance variable has a simultaneous effect on the Dimensions of Employee Engagement (Vigor, Dedication, Absorption) and Work Motivation.

Keywords: Vigor, Dedication, Absorption, Work Motivation, and Performance.