

ABSTRAK

Karina Safitri Lubis, NIM 7211210006 (2021). Pengaruh *Employee Engagement* dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada Kantor Wilayah Kementerian Agama Provinsi Sumatera Utara.

Penelitian ini bertujuan untuk mengetahui pengaruh *Employee Engagement* dan Kepuasan Kerja terhadap Kinerja Pegawai pada Kantor Wilayah Kementerian Agama Provinsi Sumatera Utara. Fenomena yang melatarbelakangi penelitian ini adalah masih bervariasinya tingkat keterikatan dan kepuasan kerja pegawai yang berpotensi memengaruhi kinerja. Penelitian ini menggunakan pendekatan kuantitatif asosiatif dengan jumlah sampel sebanyak 72 responden yang diambil menggunakan teknik *Probability Sampling* dengan metode *Purposive Random Sampling*. Data dikumpulkan melalui kuesioner dan dianalisis dengan regresi linier berganda menggunakan SPSS versi 25. Hasil penelitian menunjukkan bahwa *Employee Engagement* berpengaruh positif dan signifikan terhadap Kinerja Pegawai, begitu pula Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Secara simultan, kedua variabel independen tersebut juga berpengaruh signifikan terhadap Kinerja Pegawai. Nilai R^2 menunjukkan bahwa *Employee Engagement* dan Kepuasan Kerja memberikan kontribusi besar terhadap peningkatan kinerja pegawai. Hasil ini menegaskan bahwa semakin tinggi keterikatan dan kepuasan kerja, semakin baik pula kinerja pegawai. Oleh karena itu, instansi diharapkan memperkuat strategi peningkatan keterlibatan pegawai dan menciptakan lingkungan kerja yang mendukung kepuasan kerja.

Kata kunci: *Employee Engagement*, Kepuasan Kerja, Kinerja Pegawai.

ABSTRACT

Karina Safitri Lubis, NIM 7211210006 (2021). *The Influence of Employee Engagement and Job Satisfaction on Employee Performance at the Regional Office of the Ministry of Religious Affairs of North Sumatra Province.*

This study aims to determine the effect of Employee Engagement and Job Satisfaction on Employee Performance at the Regional Office of the Ministry of Religious Affairs of North Sumatra Province. The background of this research is the variation in employee engagement and job satisfaction levels, which may influence performance outcomes. This study used an associative quantitative approach with 72 respondents selected using Probability Sampling technique with the Purposive Random Sampling method. Data were collected using questionnaires and analyzed through multiple linear regression with SPSS version 25. The results show that Employee Engagement has a positive and significant effect on Employee Performance, and Job Satisfaction also has a positive and significant effect on Employee Performance. Simultaneously, both independent variables significantly affect Employee Performance. The R^2 value indicates that these variables substantially contribute to improving employee performance. The findings suggest that higher engagement and job satisfaction lead to better employee performance. Therefore, the organization should strengthen employee engagement strategies and create a work environment that fosters satisfaction and productivity.

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