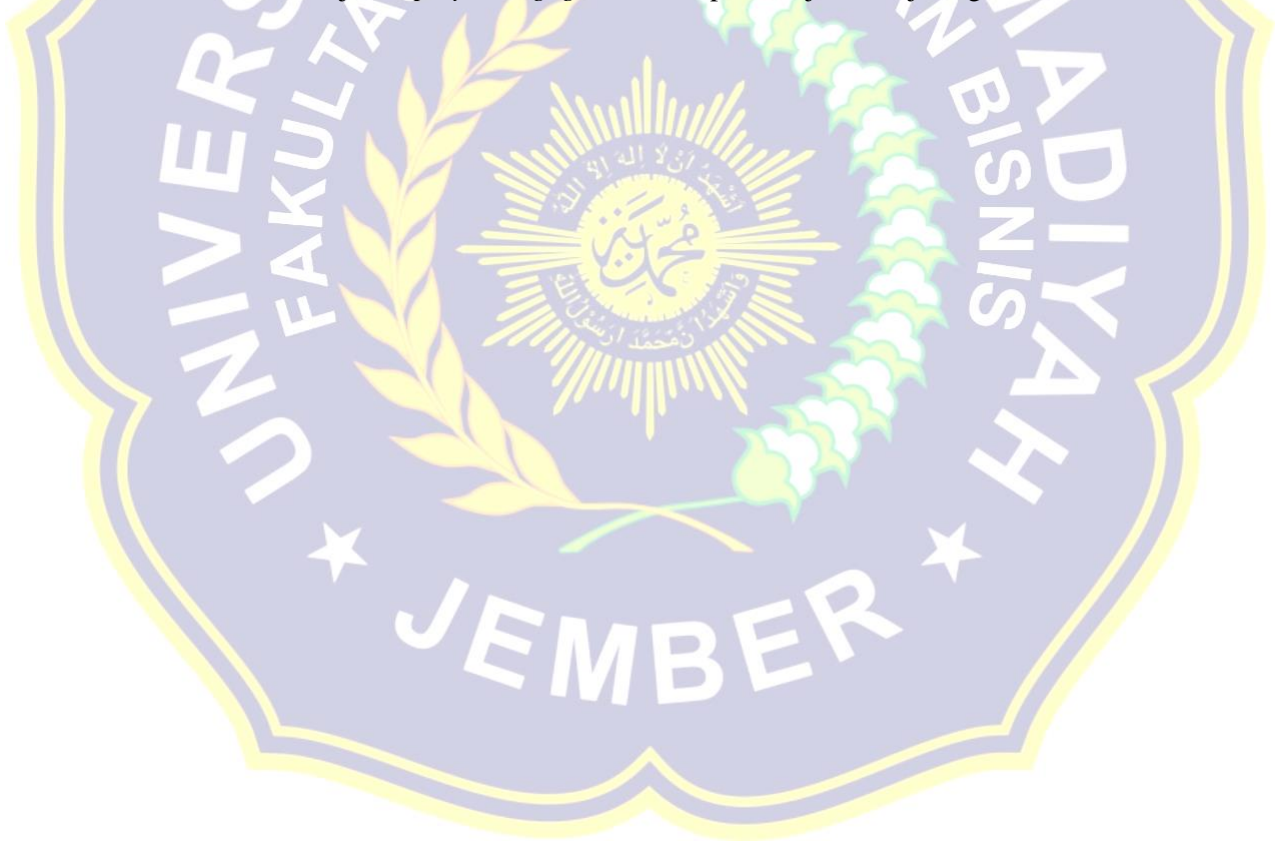


ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis apakah terdapat pengaruh motivasi kerja, *employee engagement* dan disiplin kerja terhadap kinerja pegawai di PT. Barokah Sholawat Indonesia Cabang Jember. Populasi dalam penelitian ini adalah seluruh pegawai PT. Barokah Sholawat Indonesia Cabang Jember sebanyak 37 orang. Data yang digunakan dalam penelitian ini adalah data primer yang diperoleh melalui kuesioner dan data sekunder yang diperoleh dari perusahaan dan jurnal terkait untuk mendukung penelitian ini. Uji validitas instrumen menggunakan *Correclation Bivariate* sedangkan uji reliabilitas menggunakan *Cronback Alpha*. Alat ukur terbukti valid dan reliabel untuk intrumen penelitian. analisis regresi linear berganda digunakan untuk uji hipotesis penelitian ini. Hasil penelitian menunjukkan bahwa: Motivasi (X1) berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Barokah Sholawat Indonesia Cabang Jember sebesar (β) 0, 234 dengan signifikansi 0,003. *Employee Engagement* (X2) berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Barokah Sholawat Indonesia Cabang Jember sebesar (β) 0, 688 dengan signifikansi 0,000. Disiplin Kerja (X3) berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Barokah Sholawat Indonesia Cabang Jember sebesar (β) 0, 442 dengan signifikansi 0,002.

Kata Kunci : Motivasi kerja, *Employee Engagement*, Disiplin Kerja, Kinerja Pegawai



ABSTRACT

This study aims to determine and analyze whether there is an effect of work motivation, employee engagement and work discipline on employee performance at PT. Barokah Sholawat Indonesia Jember Branch. The population in this study were all employees of PT. Barokah Sholawat Indonesia Jember Branch as many as 37 people. The data used in this study are primary data obtained through questionnaires and secondary data obtained from companies and related journals to support this research. Test the validity of the instrument using the Bivariate Correlation while the reliability test using Cronback Alpha. The measuring instrument is proven to be valid and reliable for research instruments. Multiple linear regression analysis was used to test the hypothesis of this study. The results showed that: Motivation (X1) had a positive and significant effect on the performance of PT. Barokah Sholawat Indonesia Jember Branch of (β) 0.234 with a significance of 0.003. Employee Engagement (X2) has a positive and significant effect on the performance of PT. Barokah Sholawat Indonesia Jember Branch of (β) 0.688 with a significance of 0.000. Work Discipline (X3) has a positive and significant effect on the performance of PT. Barokah Sholawat Indonesia Jember Branch of (β) 0.442 with a significance of 0.002.

Keywords: Work Motivation, Employee Engagement, Work Discipline, Employee Performance

