ABSTRAK

Organisasi publik menempatkan peningkatan kinerja pegawai sebagai aspek penting untuk mendukung efektivitas pelayanan kepada masyarakat. Penerapan *employee engagement* dan *green human resource management* berperan dalam menciptakan lingkungan kerja yang produktif dan berkelanjutan. Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement* dan *green human resource management* terhadap kinerja pegawai Dinas Kesehatan Kabupaten Jember, dengan kompetensi pegawai sebagai variabel intervening. Metode penelitian menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner yang disebarkan kepada pegawai Dinas Kesehatan. Data dianalisis menggunakan teknik analisis jalur (*path analysis*) untuk menguji hubungan langsung dan tidak langsung antar variabel. Hasil penelitian menunjukkan bahwa *employee engagement* dan *green human resource management* berpengaruh positif dan signifikan terhadap kinerja pegawai secara langsung. Selain itu, *employee engagement* dan *green human resource management* juga berpengaruh positif terhadap kompetensi pegawai. Kompetensi pegawai terbukti berperan sebagai variabel intervening yang memperkuat pengaruh *employee engagement* dan *green human resource management* terhadap kinerja. Dengan demikian, peningkatan keterikatan kerja dan penerapan kebijakan sumber daya manusia yang ramah lingkungan dapat meningkatkan kompetensi pegawai, yang pada akhirnya berdampak positif pada kinerja pegawai Dinas Kesehatan Kabupaten Jember. Penelitian ini merekomendasikan manajemen untuk lebih mengembangkan program yang meningkatkan keterikatan kerja dan implementasi *green human resource management* guna mendukung peningkatan kompetensi dan kinerja pegawai yang berkelanjutan.

Kata Kunci: *employee engagement, green human resource management*, kompetensi pegawai, kinerja pegawai

ABSTRAK

Public organizations place employee performance improvement as an essential aspect to support service effectiveness for the community. The implementation of employee engagement and green human resource management plays a role in creating a productive and sustainable work environment. This study aims to analyze the influence of employee engagement and green human resource management on employee performance at the Jember District Health Office, with employee competency as an intervening variable. The research method uses a quantitative approach with data collection techniques through questionnaires distributed to Health Office employees. Data were analyzed using path analysis techniques to test direct and indirect relationships between variables. The results show that employee engagement and green human resource management have a positive and significant effect on employee performance directly. In addition, employee engagement and green human resource management also have a positive effect on employee competency. Employee competency is proven to act as an intervening variable that strengthens the influence of employee engagement and green human resource management on performance. Thus, increasing work engagement and implementing environmentally friendly human resource policies can improve employee competency, which ultimately has a positive impact on employee performance at the Jember District Health Office. This study recommends that management further develop programs that increase work engagement and implement green human resource management to support the continuous improvement of employee competency and performance.

Keywords: employee engagement, green human resource management, employee competence, employee performance