

ABSTRAK

Penelitian ini dilatar belakangi oleh rendahnya realisasi kinerja pegawai di Dinas Tenaga Kerja Dan Transmigrasi Provinsi Jawa Barat, dengan capaian kinerja terendah di antara perangkat daerah lainnya di Jawa Barat. Hasil pra-survei menunjukkan bahwa *Employee engagement*, *Self efficacy* pegawai masih tergolong rendah. Kondisi ini mengindikasikan adanya permasalahan dalam pengelolaan sumber daya manusia yang dapat berdampak negatif terhadap efektivitas organisasi dan pelayanan publik. Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh *Employee Engagement* dan *Self Efficacy* terhadap kinerja pegawai. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan jenis penelitian deskriptif dan verifikatif. Data dikumpulkan melalui penyebaran kuesioner kepada 84 responden, dan dianalisis menggunakan Teknik sampling yaitu non-probability sampling yang menggunakan teknik sampel jenuh dengan jumlah sampel sebanyak 84 responden. Metode analisis data yang digunakan adalah uji validitas dan reliabilitas, *Method of Successive Interval* (MSI), analisis regresi linier berganda, korelasi berganda, koefisien determinasi dan uji hipotesis dengan menggunakan alat bantu SPSS Statistic 26. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *Employee Engagement* dan *Self Efficacy* terhadap Kinerja Pegawai pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Jawa Barat. Besarnya pengaruh *Employee Engagement* Dan *Self Efficacy* terhadap Kinerja Pegawai secara simultan adalah sebesar 68,3%. Sedangkan secara parsial besarnya pengaruh *Employee Engagement* terhadap Kinerja Pegawai sebesar 33,6% dan pengaruh *Self Efficacy* terhadap Kinerja Pegawai sebesar 34,7%.

Kata Kunci: *Employee Engagement*, *Self Efficacy*, Kinerja Pegawai

ABSTRACT

This research is motivated by the low realization of employee performance at the Department of Manpower and Transmigration of West Java Province, which has the lowest performance achievement among other regional government agencies in West Java. The preliminary survey results indicate that employee engagement and self-efficacy are still relatively low. This condition indicates problems in human resource management that may negatively affect organizational effectiveness and public service delivery. The purpose of this study is to determine the extent to which employee engagement and self-efficacy influence employee performance. The research method used is a quantitative approach with descriptive and verificative types of research. Data were collected through questionnaires distributed to 84 respondents and analyzed using a non-probability sampling technique, specifically the saturated sample technique with a total of 84 respondents. The data analysis methods employed include validity and reliability tests, the Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination, and hypothesis testing using SPSS Statistic 26. The results show that employee engagement and self-efficacy have a positive and significant effect on employee performance at the Department of Manpower and Transmigration of West Java Province. The simultaneous influence of employee engagement and self-efficacy on employee performance is 68.3%. Meanwhile, partially, the influence of employee engagement on employee performance is 33.6%, and the influence of self-efficacy on employee performance is 34.7%

Keywords: Employee Engagement, Self Efficacy, Employee Performance