

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *employee engagement* terhadap kinerja karyawan yang dimediasi kepuasan kerja pada PT. Rebinmas Jaya. Metode yang digunakan dalam penelitian ini yaitu analisis deskriptif dan verifikatif, teknik sampling yang digunakan *probability sampling* dengan jumlah sampel sebanyak 82 responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan penyebaran kuesioner. Pengujian instrumen penelitian menggunakan uji validitas, dan reliabilitas. Metode analisis data yang digunakan yaitu *path analysis*, *method of successive interval* (MSI), koefisien determinasi, dan uji hipotesis. Hasil penelitian menunjukkan bahwa *Employee Engagement* berpengaruh positif dan signifikan terhadap Kinerja Karyawan dengan kontribusi sebesar 77,4%, sedangkan 22,6% dipengaruhi oleh variabel lain yang tidak diteliti. Kemudian *Employee Engagement* berpengaruh positif dan signifikan terhadap Kinerja Karyawan baik secara langsung maupun tidak langsung melalui Kepuasan Kerja sebagai variabel mediasi. Pengaruh langsung *Employee Engagement* terhadap Kinerja Karyawan sebesar 0,880 dan pengaruh tidak langsung melalui Kepuasan Kerja sebesar 0,135, sehingga total pengaruh yang dihasilkan sebesar 1,015.

**Kata Kunci :** *Employee Engagement*, Kinerja Karyawan, dan Kepuasan Kerja

## ***ABSTRACT***

*This study aims to examine the effect of employee engagement on employee performance mediated by job satisfaction at PT Rebinmas Jaya. This study employed descriptive and verificative research methods. The sampling technique used was probability sampling, with a total sample of 82 respondents. Data were collected through observations, interviews, and questionnaires. The research instruments were tested using validity and reliability tests. The data were analyzed using Path Analysis, the Method of Successive Interval (MSI), the coefficient of determination, and hypothesis testing. The results show that employee engagement has a positive and significant effect on Employee Performanc, explaining 77,4% of the variance, while the remaining 22,6% is explained by other variables not included in this study. Furthermore, employee engagement has a positive and significant effect on employee performance, both directly and indirectly through job satisfaction as a mediating variable. The direct effect of employee engagement on employee performance is 0,880, while the indirect effect through job satisfaction is 0.135, resulting in a total effect of 1,015.*

***Keywords: Employee Engagement, Employee Performanc, Job Satisfaction***