

ABSTRAK

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“PENGARUH *EMPLOYEE ENGAGEMENT*, *ORGANIZATIONAL CULTURE*, *EMPLOYEE MOTIVATION* TERHADAP *JOB SATISFACTION*, *JOB COMPETENCE* DAN *EMPLOYEE PERFORMANCE* PADA LEMBAGA SWADAYA MASYARAKAT *FEMALE PLUS* DI BANDUNG”.

(xvi + 154 halaman; 49 gambar; 27 tabel; 32 lampiran)

Employee performance merupakan faktor utama dalam mencapai tujuan suatu perusahaan. Namun lembaga swadaya masyarakat *female plus* di Bandung tidak mengalami kenaikan *employee performance* yang signifikan sehingga perlu adanya perubahan pengelolaan sumber daya manusia. Tujuan dari penelitian ini yaitu untuk mengetahui pengaruh *Employee Engagement*, *Organizational Culture*, *Employee Motivation* terhadap *Job Satisfaction*, *Job Competence* dan *Employee Performance* pada lembaga swadaya masyarakat *Female Plus* di Bandung. Dalam penelitian ini, metode kuantitatif digunakan untuk menganalisis data dari kuesioner. Kuesioner ini dimodifikasi berdasarkan pertanyaan-pernyataan yang sudah ada dari literatur sebelumnya. Data-data ini dikumpulkan berdasarkan populasi karyawan sebanyak 44 atau sampel jenuh. Program *SmartPLS* digunakan untuk menganalisa hasil penelitian. Hasil penelitian ini menunjukkan bahwa *employee engagement* tidak berpengaruh terhadap *employee performance*, *organizational culture* berpengaruh positif terhadap *employee performance*, *employee motivation* berpengaruh positif terhadap *employee performance*, *employee engagement* tidak berpengaruh terhadap *job satisfaction*, *employee engagement* tidak berpengaruh terhadap *job competence*, *organizational culture* berpengaruh positif terhadap *job satisfaction* *organizational culture* berpengaruh positif terhadap *job competence*, *employee motivation* berpengaruh positif terhadap *job satisfaction*, *employee motivation* berpengaruh positif terhadap *job competence*, *job satisfaction* berpengaruh positif terhadap *employee performance* dan *competence* berpengaruh positif terhadap *employee performance*.

Referensi : 124 (1994-2025)

Kata Kunci : *Employee Engagement*, *Organizational Culture*, *Employee Motivation Terhadap Job Satisfaction*, *Job Competence*, *Employee Performance*

ABSTRACT

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“THE EFFECT OF EMPLOYEE ENGAGEMENT, ORGANIZATIONAL CULTURE, EMPLOYEE MOTIVATION ON JOB SATISFACTION, JOB COMPETENCE AND EMPLOYEE PERFORMANCE IN FEMALE PLUS COMMUNITY-BASED INSTITUTIONS IN BANDUNG”

(xvi + 154 pages; 49 figures; 27 tables; 32 appendices)

Employee performance is a major factor in achieving the goals of a company. However, the female plus non-governmental organization in Bandung that employee performance has not increased significantly so that it need for changes in human resource management. The purpose of this study was to determine the effect of Employee Engagement, Organizational Culture, Employee Motivation on Job Satisfaction, Job Competence and Employee Performance at the Female Plus non-governmental organization in Bandung. In this study, quantitative methods were used to analyze data from questionnaires. This questionnaire was modified based on existing questions from previous literature. These data were collected based on 44 employee populations and the sampling used a saturated sample technique. The SmartPLS program was then used to analyze the results. The results of this study indicate that employee engagement has no effect on employee performance, organizational culture has a positive effect on employee performance, employee motivation has a positive effect on employee performance, employee engagement has no effect on job satisfaction, employee engagement has no effect on job competence, organizational culture has a positive effect on job satisfaction, organizational culture has a positive effect on job competence, employee motivation has a positive effect on job satisfaction, employee motivation has a positive effect on job competence, job satisfaction has a positive effect on employee performance and competence has a positive effect on employee performance.

References: 124 (1994-2025)

Keywords: Employee Engagement, Organizational Culture, Employee Motivation, Job Satisfaction, Job Competence, Employee Performance