

ABSTRACT

HERAWAN FASYA RAMADHAN (2023) *The Influence of Employee Engagement toward Employees' Performance at Municipal Waterworks of Ogan Komering Ulu Regency. Under the guidance of Darman Syafe'i, S.E., M.Si and M. Mardiansyah, S.E., M.Si*

*This study discussed the influence of Employees' Engagement at Municipal Waterworks of Ogan Komering Ulu Regency. The population in this study were 30 respondents, the data collection technique used was a quantitative method using multiple linear regression analysis. The results of the analysis in this study explained the tcount of **Employee Engagement (X)** of 7.104. Simultaneously there was the influence of **Employee Engagement** on the performance of the employees at Municipal Waterworks of Ogan Komering Ulu Regency with an Fcount of 28.408, which was greater than Ftable of 2.98. The value of the coefficient of determination (Adjusted R Square) of 73.9% means that in this case the contribution of the influence of Leadership, Reward and Punishment was 73.9% while the remaining 26.1% was influenced by other variables not examined in this study such as work motivation and work culture. (Afandi, 2021:87).*

Keywords: *Influence, Employee Engagement and Performance*

ABSTRAK

HERAWAN FASYA RAMADHAN (2023) Pengaruh *Employee Engagement* Terhadap Kinerja Pegawai Kantor Perusahaan Daerah Air Minum (PDAM) Kabupaten Ogan Komering Ulu. Dibimbing oleh **Darman Syafe'i, S.E., M.Si** selaku dosen pembimbing 1 dan **M. Mardiansyah, S.E., M.Si** selaku dosen pembimbing 2.

Penelitian ini membahas tentang pengaruh *Employee Engagement* Terhadap Kinerja Pegawai Kantor Perusahaan Daerah Air Minum (PDAM) Kabupaten Ogan Komering Ulu. Populasi dalam penelitian ini adalah 30 responden, sedangkan teknik pengumpulan data yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linier. Hasil analisis dalam penelitian ini menjelaskan t_{hitung} *Employee Engagement* (X) sebesar 7.104., secara simultan ada pengaruh *Employee Engagement* terhadap kinerja Pegawai Kantor Perusahaan Daerah Air Minum Kabupaten Ogan Komering Ulu dengan F_{hitung} sebesar 28,408 lebih besar dari F_{tabel} yaitu 2,98. Nilai koefisien determinasi (*Adjusted R Square*) sebesar 73,9% artinya dalam hal ini sumbangan pengaruh *Employee Engagement* sebesar 73,9% sedangkan sisanya 26,1% dipengaruhi variabel lain yang tidak diteliti dalam penelitian ini seperti motivasi kerja dan budaya kerja (Afandi, 2021:87).

Kata kunci: Pengaruh, *Employee Engagement* dan Kinerja