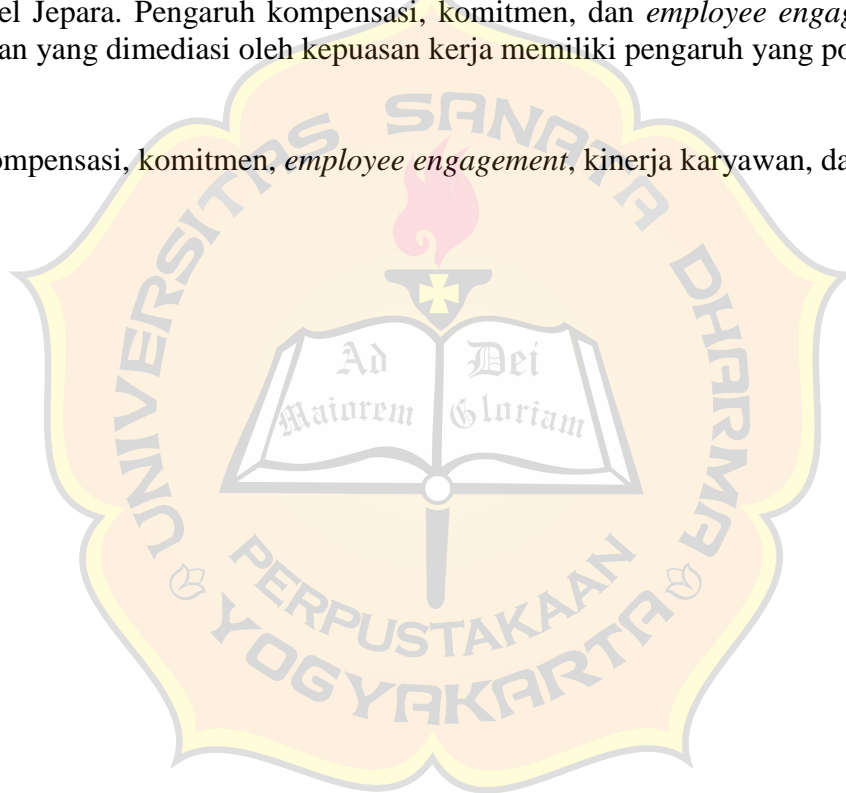


ABSTRAK

Trisnawati (192222103)

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, komitmen, dan *employee engagement* terhadap kinerja karyawan yang dimediasi oleh kepuasan kerja. Metode penelitian menggunakan pendekatan kuantitatif. Polulasi yang digunakan adalah mencakup seluruh karyawan Ocean View, Jepara yaitu 50 orang. Teknik pengambilan sample dengan menggunakan teknik sampling jenuh. Teknik analisis data menggunakan *Software Smart PLS (Partial Least Square)*. Subjek penelitian adalah seluruh karyawan Ocean View Residence, Jepara, Jawa Tengah. Hasil penelitian menunjukkan bahwa kompensasi, komitmen, dan *employee engagement* memiliki pengaruh positif terhadap kinerja karyawan di Ocean View Residence Hotel Jepara. Pengaruh kompensasi, komitmen, dan *employee engagement* terhadap kinerja karyawan yang dimediasi oleh kepuasan kerja memiliki pengaruh yang positif.

Kata kunci : kompensasi, komitmen, *employee engagement*, kinerja karyawan, dan kepuasan kerja



ABSTRACT

Trisnawati (192222103)

This research aims to determine the effect of compensation, commitment, and employee engagement on the employee performance mediated by job satisfaction. The research method uses a quantitative approach. The population used includes all employees of Ocean View residence Jepara, which is 50 people. The sampling technique for this research is using the saturated sampling technique. Technique to analyse the data used in this study is using software smart PLS (Partial Least Square). The research subjects were all employees of Ocean View Residence, Jepara, Central Java. The results indicate that compensation, commitment, and employee engagement have a positive influence on employee performance in Ocean View Residence Hotel Jepara. The effect of compensation, commitment, and employee engagement on employee performance which is mediated by job satisfaction has a positive influence.

Keywords: compensation, commitment, employee engagement, employee performance, and job satisfaction.

