

ABSTRAK

**PENGARUH IKLIM ORGANISASI, DISIPLIN KERJA, DAN
PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN
DENGAN EMPLOYEE ENGAGEMENT SEBAGAI VARIABEL MEDIASI**
Studi pada PT. Gama, Kota Samarinda dan Balikpapan, Kalimantan Timur

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Penelitian ini bertujuan untuk menganalisis (1) pengaruh secara langsung iklim organisasi terhadap kinerja karyawan (2) pengaruh secara langsung disiplin kerja terhadap kinerja karyawan (3) pengaruh secara langsung pengembangan karir terhadap kinerja karyawan (4) pengaruh iklim organisasi terhadap kinerja karyawan dengan dimediasi oleh *employee engagement* (5) pengaruh disiplin kerja terhadap kinerja karyawan dengan dimediasi oleh *employee engagement* (6) pengaruh pengembangan karir terhadap kinerja karyawan dengan dimediasi oleh *employee engagement*. Populasi dalam penelitian ini adalah seluruh karyawan PT. Gama Kota Samarinda dan Balikpapan yang berjumlah 100 dan semua anggota populasi dijadikan sampel, maka teknik sampling yang digunakan dalam penelitian ini adalah teknik sampling jenuh. Pengumpulan data dilakukan dengan penyebaran kuesioner dan analisis data menggunakan SmartPLS versi 3. Hasil penelitian ini menunjukkan bahwa (1) iklim organisasi secara langsung berpengaruh positif terhadap kinerja karyawan (2) disiplin kerja secara langsung tidak berpengaruh terhadap kinerja karyawan (3) pengembangan karir secara langsung berpengaruh positif terhadap kinerja karyawan (4) iklim organisasi berpengaruh positif terhadap kinerja karyawan dengan dimediasi oleh *employee engagement (complementary)* (5) disiplin kerja berpengaruh positif terhadap kinerja karyawan dengan dimediasi oleh *employee engagement (indirect only)* (6) pengembangan karir tidak berpengaruh terhadap kinerja karyawan dengan dimediasi oleh *employee engagement (direct only)*.

Kata Kunci: Iklim Organisasi, Disiplin Kerja, Pengembangan Karir, *Employee Engagement*, dan Kinerja Karyawan.

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CLIMATE, WORK DISCIPLINE, AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE WITH EMPLOYEE ENGAGEMENT AS A MEDIATING VARIABLE

Study on PT. Gama, Samarinda City and Balikpapan, East Kalimantan

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This study aims to find out (1) the direct influence of organizational climate on employee performance (2) the direct influence of work discipline on employee performance (3) the direct influence of career development on employee performance (4) the influence of organizational climate on employee performance mediated by employee engagement (5) the influence of work discipline on employee performance mediated by employee engagement (6) the influence of career development on performance employees by being mediated by employee engagement. The population in this study is all employees of PT. The gama of Samarinda and Balikpapan cities totaling 100 and all members of the population were sampled, so the sampling technique used in this study was a saturated sampling technique. Data collection was carried out by distributing questionnaires and analyzing data using SmartPLS version 3. The results of this study show that (1) organizational climate directly has a positive effect on employee performance (2) work discipline has no direct effect on employee performance (3) career development directly has a positive effect on employee performance (4) organizational climate has a positive effect on employee performance by being mediated by employee engagement (complementary) (5) work discipline has a positive effect on employee performance by being mediated by employee engagement (indirect only) (6) career development has no effect on employee performance by being mediated by employee engagement (direct only).

Keywords: Organizational Climate, Work Discipline, Career Development, Employee Engagement, and Employee Performance.