

ABSTRAK

Penelitian ini bertujuan untuk menganalisis: (1) Pengaruh *Employee Engagement* terhadap Kinerja Pegawai tetap Badan Pusat Statistik Kabupaten Magelang. (2) pengaruh Kemampuan Kerja terhadap Kinerja Pegawai tetap Badan Pusat Statistik Kabupaten Magelang. (3) Pengaruh Komitmen Organisasi terhadap Kinerja Pegawai tetap Badan Pusat Statistik (BPS) Kabupaten Magelang. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 36 pegawai tetap Badan Pusat Statistik Kabupaten Magelang. Item pernyataan terbukti valid dan reliabel. Uji asumsi klasik menghasilkan model regresi yang tidak terjadi multikolinieritas, dan tidak terjadi heteroskedastisitas. Hasil rata-rata setiap variabel adalah: (1) Variabel *Employee Engagement* sebesar 3,94. (2) Variabel Kemampuan Kerja sebesar 3,86. (3) Variabel Komitmen Organisasi sebesar 3,75. (4) Variabel Kinerja Pegawai sebesar 4,02. dari semua variabel, menunjukkan nilai rata-rata yang tinggi. Hasil penelitian ini menunjukkan bahwa (1) *Employee Engagement* berpengaruh positif signifikan terhadap Kinerja Pegawai. (2) Kemampuan Kerja tidak berpengaruh signifikan terhadap Kinerja Pegawai. (3) Komitmen Organisasi tidak berpengaruh signifikan terhadap Kinerja Pegawai. Hasil ini ditunjukkan oleh nilai signifikan variabel *Employee Engagement* terhadap Kinerja Pegawai sebesar 0,047, kemudian nilai signifikan variabel Kemampuan Kerja terhadap Kinerja Pegawai sebesar 0,894, serta nilai signifikan variabel Komitmen Organisasi terhadap Kinerja Pegawai sebesar 0,198. Dari penelitian ini dapat disimpulkan bahwa *Employee Engagement* memiliki pengaruh positif signifikan terhadap Kinerja Pegawai serta Kemampuan Kerja dan Komitmen Organisasi tidak berpengaruh signifikan terhadap Kinerja Pegawai.

Kata Kunci: *Employee Engagement*, Kemampuan Kerja, Komitmen Organisasi, Kinerja Pegawai

ABSTRACT

This purpose of this research is to analyze: (1) The effect of Employee Engagement on the Performance of Permanent Employees at the Central Bureau of Statistic (BPS), Magelang Regency. (2) the effect of work ability on the performance of permanent employees of the Central Statistics Agency of Magelang Regency. (3) The Effect of Organizational Commitment on the Performance of Permanent Employees of the Central Statistics Agency of Magelang Regency. The data was collected by distributing questionnaires to 36 permanent employees of the Central Statistics Agency of Magelang Regency. Statement items proved valid and reliable. The classical assumption test produces a regression model that does not occur multicollinearity, and does not occur heteroscedasticity.. The average results for each variable are: (1) Employee Engagement variable is 3.94. (2) Work Ability variable is 3.86. (3) Organizational Commitment variable was 3.75. (4) Employee Performance variable of 4.02. of all variables, shows a high average value. The results of this study indicate that (1) Employee Engagement has a significant positive effect on Employee Performance. (2) Job Ability has no significant effect on Employee Performance. (3) Organizational Commitment has no significant effect on Employee Performance. This result is shown by the significant value of the Employee Engagement variable on Employee Performance of 0.047, then the significant value of the Work Ability variable on Employee Performance is 0.894, and the significant value of the Organizational Commitment variable to Performance is 0.198. From this study it can be concluded that Employee Engagement has a significant positive effect on Employee Performance and Work Ability and Organizational Commitment has no significant effect on Employee Performance.

Keywords: *Employee Engagement, Work Ability, Organizational Commitment, Employee Performance*