

ABSTRAK

Tesis ini membahas mengenai pengaruh remunerasi dan *employee engagement* terhadap kinerja pegawai Lembaga Sandi Negara. Tujuannya ialah untuk menggambarkan bagaimana hubungan diantara ketiga variabel tersebut. Penelitian ini menggunakan pendekatan kuantitatif deskriptif. Populasi penelitian ini adalah seluruh pegawai pemangku Jabatan Fungsional Umum. Sedangkan, hasil penelitian yang didapat kemudian diolah lebih lanjut menggunakan program SPSS versi 21. Adapun hasil penelitian yang diperoleh adalah tidak terdapat pengaruh antara remunerasi terhadap kinerja pegawai, terdapat pengaruh yang positif dan signifikan antara *employee engagement* terhadap kinerja pegawai, serta pengaruh yang positif dan signifikan antara remunerasi dan *employee engagement* terhadap kinerja pegawai sebesar 50.1%, sehingga hasil penelitian ini menerima hipotesis alternatif. Saran yang diajukan untuk penelitian ini adalah Lembaga Sandi Negara perlu memberikan kebutuhan dasar pegawai, sistem peraturan yang adil, maupun pembagian tugas dan beban kerjanya secara jelas agar pegawai mampu mengetahui apa yang diharapkan organisasi dari dirinya. Selain itu, Lembaga Sandi Negara perlu melakukan perbaikan dan peninjauan kembali terhadap kebijakan pemberian remunerasi, baik finansial maupun non finansial bagi pegawai di Lembaga Sandi Negara agar pengaruh variabel remunerasi dapat signifikan dan meningkatkan kinerja pegawai.

Kata kunci : Remunerasi, *Employee Engagement*, Kinerja Pegawai, Lembaga Sandi Negara

ABSTRACT

This thesis discusses the influence of remuneration and employee engagement on employee's performance of Lembaga Sandi Negara. The aim is to illustrate how the relationship between the three variables. This research used descriptive quantitative approach. The population of this study was the officer acting Department of Public Functional. Meanwhile, the research results obtained then further processed using SPSS version 21. As derived from the analysis is that there isn't a influence of remuneration on the employee's performance, a positive and significant influence of employee engagement on the employee's performance, as well as a positive and significant influence of remuneration and employee engagement on the employee's performance as much as 50.1%, so the results of this study accept the alternative hypothesis. Suggestions put forward for this research is Lembaga Sandi Negara need to provide the basic needs of employees, fair regulatory system, as well as the division of tasks and workload so that an employee is able to clearly know what is expected of her organization. Other than that, Lembaga Sandi Negara need improvement and review of remuneration policies, both financial and non-financial Institutions for employees in the Lembaga Sandi Negara that variable remuneration may significantly influence and improve employee performance.

Keywords: Remuneration, Employee Engagement, Employee Performance, Lembaga Sandi Negara