

## ABSTRAK

Penelitian ini mengeksplorasi pengaruh langsung dan tidak langsung dukungan sosial, *sefl efficacy*, dan *employee engagement* sebagai variabel *intervening* terhadap prestasi kerja pada CV.XYZ. Penelitian ini bertujuan menganalisis pengaruh dukungan sosial, *sefl efficacy* dan *employee engagement* sebagai variabel *intervening* terhadap prestasi kerja karyawan. Peneliti menggunakan metode kuantitatif dengan pendekatan study kausal. Hasil penelitian menunjukkan dukungan sosial, *sefl efficacy* berpengaruh terhadap *employee engagement* dan prestasi kerja karyawan, *sefl efficacy* berpengaruh pada prestasi kerja karyawan, *employee engagement* sebagai variabel *intervening* berpengaruh pada prestasi kerja karyawan. CV.XYZ dalam meningkatkan prestasi kerja karyawan dengan memberikan sosialisasi rutin secara berkala, pengawasan sama rata terhadap karyawan, adanya pengembangan fasilitas untuk membantu karyawan dalam bekerja, memberikan evaluasi kepada karyawan serta memberikan reward untuk karyawan dapat kembali bersemangat dalam bekerja untuk mencapai prestasi kerja yang maksimal.

**Kata Kunci:** Dukungan Sosial, *Sefl efficacy*, *Employee engagement*, Prestasi Kerja

UNIVERSITAS  
MERCU BUANA

## **ABSTRACT**

*This study explores the direct and indirect effects of social support, self-efficacy, and employee engagement as intervening variables on work performance at CV.XYZ. This study aims to analyze the effect of social support, self-efficacy and employee engagement as intervening variables on employee performance. The researcher uses a quantitative method with a causal study approach. The results of the study show that social support, self-efficacy has an effect on employee engagement and work performance, self-efficacy has an effect on employee work performance, employee engagement as an intervening variable affects employee work performance. CV.XYZ in improving employee performance by providing regular socialization on a regular basis, equal supervision of employees, the development of facilities to assist employees in their work, providing evaluations to employees and providing rewards for employees to be enthusiastic about working again to achieve maximum work performance.*

**Keywords:** *Social Support, Self efficacy, Employee engagement, Work Achievement*

