

## **ABSTRACT**

*This study aims to analyze the mediating role of employee engagement on the effect of achievement motivation and organizational culture on teacher performance. The population of this study were 65 permanent teachers of the Bina Insan Mandiri School located in DKI Jakarta, with a saturated sampling technique. The data analysis method used Structural Equation Model-Partial Least Square (SEM-PLS) with the help of SmartPLS software version 3.0 for Windows. The results show that achievement motivation and organizational culture have a positive and significant influence on teacher performance and employee engagement, and employee engagement positively and significantly mediates the effect of achievement motivation and organizational culture on teacher performance.*

*Keywords: Achievement Motivation, Organizational Culture, Employee Engagement, and Teacher Performance.*



## ABSTRAK

Penelitian ini bertujuan untuk menganalisis peran mediasi *employee engagement* pada pengaruh motivasi berprestasi dan budaya organisasi terhadap kinerja guru. Populasi penelitian ini adalah 65 guru tetap Sekolah Bina Insan Mandiri yang berlokasi di DKI Jakarta, dengan teknik pengambilan sampel jenuh. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS) dengan bantuan *software SmartPLS* versi 3.0 untuk *Windows*. Hasil penelitian memperlihatkan bahwa motivasi berprestasi dan budaya organisasi memiliki pengaruh positif dan signifikan terhadap kinerja guru dan *employee engagement*, serta *employee engagement* secara positif dan signifikan memediasi pengaruh motivasi berprestasi dan budaya organisasi terhadap kinerja guru.

Kata Kunci: Motivasi Berprestasi, Budaya Organisasi, *Employee Engagement*, dan Kinerja Guru.

