

## **ABSTRACT**

*This study aims to analyze the effect of employee engagement and work environment on teacher performance mediated by work discipline at Madrasah Ibtidaiyah in Ciledug District, Tangerang City. The sampling method used is random sampling, namely probability sampling. From a population of 193 teachers, 130 teachers met the criteria to be a sample based on the Slovin formula. The analytical method used is Structural Equation Modeling Partial Least Square (SEMPLS) with the help of smartPLS3 software. The results of the study indicate that (1) Employee engagement has an indirect effect on teacher performance significantly because it is partially mediated by work discipline. (2) The work environment has an indirect effect on teacher performance significantly because it is fully mediated by work discipline. (3) Employee engagement and work environment have a significant positive effect on work discipline with a contribution of 69.8%. The work environment is the dominant factor, especially the non-physical work environment is the most dominant factor for work discipline (4) employee engagement and work discipline have a significant positive effect on teacher performance, but the work environment has no significant effect on teacher performance. The contribution of employee engagement, work environment, and work discipline to teacher performance is 76.7%. Work discipline, especially responsibility in carrying out work and tasks, is a dominant factor for teacher performance.*

*Keywords: Employee Engagement, WorkEnvironmentt, Work Discipline, Teacher Performance.*



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Penelitian ini bertujuan untuk menganalisis pengaruh keterlekatan karyawan dan lingkungan kerja terhadap kinerja guru yang dimediasi oleh disiplin kerja pada Madrasah Ibtidaiyah Se-Kecamatan Ciledug Kota Tangerang. Metode pengambilan sampel yang digunakan adalah *proportional stratified random sampling*. Dari populasi 193 guru, 130 guru memenuhi kriteria untuk menjadi sampel berdasarkan rumus slovin. Metode analisis yang digunakan adalah *Structural Equation Modelling Partial Least Square (SEMPLS)* dengan bantuan *software smartPLS3*. Hasil penelitian menunjukkan bahwa (1) Keterlekatan karyawan berpengaruh tidak langsung terhadap kinerja guru secara signifikan karena dimediasi secara parsial (*partial mediation*) oleh disiplin kerja. (2) Lingkungan kerja berpengaruh tidak langsung terhadap kinerja guru secara signifikan karena dimediasi secara penuh (*full mediation*) oleh disiplin kerja. (3) Keterlekatan karyawan dan lingkungan kerja berpengaruh positif signifikan terhadap disiplin kerja dengan kontribusi 69,8%. Lingkungan kerja merupakan faktor dominan khususnya lingkungan kerja non fisik bagi disiplin kerja (4) keterlekatan karyawan dan disiplin kerja berpengaruh positif signifikan terhadap kinerja guru, tetapi lingkungan kerja tidak berpengaruh signifikan terhadap kinerja guru. Adapun kontribusi keterlekatan karyawan, lingkungan kerja dan disiplin kerja terhadap kinerja guru sebesar 76,7%. Disiplin kerja khususnya tanggung jawab dalam melaksanakan pekerjaan dan tugas merupakan faktor dominan bagi kinerja guru.



Kata kunci: Keterlekatan Karyawan, Lingkungan Kerja, Disiplin Kerja, Kinerja Guru.