

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Job Insecurity* dan Pemberdayaan Karyawan terhadap Kinerja Karyawan yang Di Mediasi Oleh *Work Engagement*. Objek penelitian ini adalah Restoran Pizza Hut Cabang Serpong. Penelitian ini dilakukan terhadap 40 responden dengan menggunakan metode deskriptif kuantitatif. Penentuan sampel menggunakan teknik sampel jenuh. Metode pengumpulan data menggunakan data primer dan sekunder, dengan instrument penelitian adalah kuisioner. Pendekatan yang digunakan dalam penelitian ini adalah Analisa kausal dengan alat analisis *Partial Least Square* (PLS). Hasil penelitian ini menunjukkan *Job Insecurity* berpengaruh negatif signifikan terhadap *Work Engagemenet*. Pemberdayaan Karyawan berpengaruh positif signifikan terhadap *Work Engagement*. *Job Insecurity* berpengaruh negatif signifikan terhadap Kinerja Karyawan. Pemberdayaan Karyawan berpengaruh positif signifikan terhadap Kinerja Karyawan. *Work Engagement* berpengaruh positif signifikan terhadap Kinerja Karyawan. *Work Engagement* memediasi secara parsial *Job Insecurity* terhadap Kinerja Karyawan. *Work Engagement* memidiasi secara parsial Pemberdayaan Karyawan terhadap Kinerja Karyawan.

**Kata Kunci** : *Job Insecurity*, Pemberdayaan Karyawan, *Work Engagement*, Kinerja Karyawan.



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## **ABSTRACT**

*This study aims to determine and analyze the effect of Job Insecurity and Employee Empowerment on Employee Performance Mediated by Work Engagement. The object of this research is the Serpong Branch of Pizza Hut Restaurant. This research was conducted on 40 respondents using a quantitative descriptive method. Determination of the sample using saturated sample technique. Data collection methods use primary and secondary data, with the research instrument being a questionnaire. The approach used in this study is causal analysis with the Partial Least Square (PLS) analysis tool. The results of this study indicate that Job Insecurity has a significant negative effect on Work Engagement. Employee Empowerment has a significant positive effect on Work Engagement. Job Insecurity has a significant negative effect on Employee Performance. Employee Empowerment has a significant positive effect on Employee Performance. Work Engagement has a significant positive effect on Employee Performance. Work Engagement partially mediates Job Insecurity on Employee Performance. Work Engagement partially mediates Employee Empowerment on Employee Performance.*

**Keywords :** *Job Insecurity, Employee Empowerment, Work Engagement, Employee Performance.*

