

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepuasan kerja, professional identity, employee engagement terhadap kinerja pegawai. Jumlah Populasi pada penelitian ini dilakukan terhadap 60 Orang Pegawai Pusat Penelitian dan Pengembangan Kemendesa. Sample yang digunakan pada penelitian ini sample jenuh. Metode sampling yang digunakan pada penelitian ini merupakan non probability sampling, dikarenakan menentukan jumlah sample yang dimiliki berasal dari jumlah populasi. Metode pengumpulan data menggunakan metode survey. Instrument penelitian ini adalah kuesioner. Metode analisis data yang digunakan adalah PLS (*Partial Least Square*). Hasil penelitian membuktikan bahwa kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, *professional identity* berpengaruh positif dan signifikan terhadap kinerja pegawai, *employee engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci : Kepuasan Kerja, *Professional Identity*, *Employee Engagement*, Kinerja Pegawai



ABSTRACT

This study aims to examine and analyze the effect of job satisfaction, professional identity, employee engagement on employee performance. The total population in this study was conducted on 60 employees of the Research and Development Center of the Ministry of Villages. The sample used in this study was a saturated sample. The sampling method used in this study is non-probability sampling, because it determines the number of samples owned by the total population. Methods of data collection using the survey method. The instrument of this research is a questionnaire. The data analysis method used is PLS (Partial Least Square). The results of the study prove that job satisfaction has a positive and significant effect on employee performance, professional identity has a positive and significant effect on employee performance, employee engagement has a positive and significant effect on employee performance.

Keywords: Job Satisfaction, Professional Identity, Employee Engagement, Employee Performance

