

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, kepemimpinan transformasional, dan *employee engagement* terhadap kinerja karyawan. Populasi dalam penelitian ini adalah 40 karyawan PT. Ozimi Consultant Penelitian ini dilakukan terhadap 40 responden dengan menggunakan desain penelitian kausal dengan pendekatan kuantitatif. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian berupa kuesioner. Skala pengukuran menggunakan skala likert. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model (SEM)* dengan metode analisis Smart-PLS. Analisis data pada Partial Least Square yaitu menggunakan outer model yang didalamnya terdapat validitas konvergen, validitas diskriminan, reliabilitas komposit dan selanjutnya menggunakan inner model yang didalamnya terdapat uji *R-Square* dan uji koefisien jalur. Penelitian ini membuktikan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan, dan *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci : Disiplin Kerja, Kepemimpinan Transformasional, *Employee Engagement*, Kinerja Karyawan.



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ABSTRACT

This study aims to determine the effect of work discipline, transformational leadership, and employee engagement on employee performance. The population in this study were 40 employees of PT Ozimi Consultant. This research was conducted on 40 respondents using a causal research design with a quantitative approach. The data collection method used a survey method, with a research instrument in the form of a questionnaire. The measurement scale uses a Likert scale. The approach used in this research is the Structural Equation Model (SEM) with the Smart-PLS analysis method. Data analysis in Partial Least Square is using an outer model in which there is convergent validity, discriminant validity, composite reliability and then using an inner model in which there is an R-Square test and a path coefficient test. This study proves that work discipline has a positive and significant effect on employee performance, transformational leadership has a positive and significant effect on employee performance, and employee engagement has a positive and significant effect on employee performance.

Keywords : Work Discipline, Transformational Leadership, Employee Engagement, Employee Performance.

