

**THE MEDIATING ROLE OF EMPLOYEE ENGAGEMENT ON  
THE INFLUENCES OF INTRINSIC MOTIVATION AND  
TRAINING ON EMPLOYEE PERFORMANCE FOR  
EMPLOYEES IN THE SPECIAL CAPITAL REGION OF  
JAKARTA**

**THESIS**



**UNIVERSITAS  
MERCU BUANA**

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Jakarta, January 2021



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## **ABSTRACT**

The aim of this research is to analyze the mediating role of Employee Engagement on the influences of Intrinsic Motivation and Training to Employee Performance. This research is conducted from May to December 2020 at the Special Capital Region of Jakarta. The population of this research is 4,836,977 employees. 107 respondents are taken as the research sample using Slovin's formula with 10% error tolerance. Data are analyzed using Structural Equation Modeling with the help of SmartPLS 3 program. The research results show that Intrinsic Motivation has positive and significant direct influence to Employee Performance; however, it has negative and insignificant indirect influence on Employee Performance. Meanwhile, Training has negative and insignificant direct and indirect influence to Employee Performance. Employee Engagement fails to mediate the influences of Intrinsic Motivation and Training to Employee Performance.

**Keywords:** Employee Performance, Intrinsic Motivation, Training, Employee Engagement



## **ABSTRAK**

*Penelitian ini bertujuan untuk menganalisis pengaruh Motivasi Intrinsik dan Pelatihan terhadap Kinerja Pegawai yang dimediasi oleh Keterikatan Pegawai. Penelitian ini dilakukan pada bulan Mei hingga Desember 2020. adalah pegawai di DKI Jakarta. Populasi penelitian ini sebanyak 4.836.977 pegawai. Sebanyak 107 responden diambil sebagai sampel menggunakan rumus Slovin dengan toleransi error sebesar 10%. Data dianalisis menggunakan Structural Equation Modeling yang dibantu oleh program SmartPLS 3. Hasil penelitian menunjukkan bahwa Motivasi Intrinsik secara langsung mempengaruhi Kinerja Pegawai; namun secara tidak langsung Motivasi Intrinsik berpengaruh secara tidak signifikan. Sementara itu, Pelatihan baik secara langsung maupun tidak langsung berpengaruh secara negatif and tidak signifikan terhadap Kinerja Pegawai. Keterikatan Pegawai gagal mediasi hubungan Motivasi Intrinsik dan Pelatihan terhadap Kinerja Pegawai.*

*Kata kunci:* Kinerja Pegawai, Motivasi Intrinsik, Pelatihan, Keterikatan Pegawai



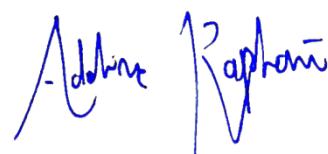
## PREFACE

Praise to the Lord Jesus Christ for His grace and blessings to the author so that this thesis with the title of “The Mediating Role of Employee Engagement on the Influences of Intrinsic Motivation and Training on Employee Performance for Employees in the Special Capital Region of Jakarta” can be completed well and on time. This thesis is submitted as one of the requirements to obtain a bachelor degree in Management Program, Faculty of Economics and Business, Universitas Mercu Buana, Jakarta.

The author realizes that this thesis can be completed with the guidance, advice, and support from various parties, especially Dr. Dewi Nusraningrum, S.Sos., M.Si. as the supervisor of this thesis who has given her time and knowledge. The author would like to give appreciation to those who have contributed both directly and indirectly to the complement of this study, particularly to author's beloved parents and siblings who always give love, prayers, and encouragement to the author as well as author's friends who have helped and supported the author.

The author is fully aware that this thesis is still far from perfection due to the limited experience and knowledge of the author. Therefore, the author expects input and constructive criticism from various parties. Hopefully, this thesis is useful and can increase the knowledge especially for writers and readers in general. Final words with all sincerity and humility, the author apologizes if there are errors and weaknesses in this thesis.

Jakarta, January 2021



Adeline Anugrah Raphani

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