

ABSTRAK

Pada umumnya, setiap organisasi pemerintah termasuk Badan Pengkajian dan Penerapan Teknologi (BPPT) dituntut untuk mewujudkan tata kelola pemerintahan yang baik (*good governance*) dengan menunjukkan kinerja yang terus meningkat. Kinerja pegawai bisa menjadi sarana bagi BPPT untuk mengukur kemampuan para pegawai. Oleh karena itu, kinerja pegawai merupakan kemampuan kerja yang dicapai dan diinginkan dari perilaku pegawai dalam melaksanakan dan menyelesaikan tugas-tugas pekerjaan yang menjadi tanggung jawab secara individu maupun kelompok. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan dan budaya organisasi terhadap kinerja pegawai melalui mediasi *employee engagement* di Sekretariat Utama BPPT. Penelitian ini menggunakan sampel sebanyak 152 responden dari populasi 316 pegawai yang tersebar di empat unit kerja lingkungan Sekretariat Utama BPPT. Metode analisis menggunakan *Structural Equation Modeling* (SEM) dengan program AMOS 24. Hasil penelitian menunjukkan bahwa terdapat pengaruh signifikan budaya organisasi baik terhadap *employee engagement* maupun terhadap kinerja pegawai dan terdapat pengaruh signifikan *employee engagement* terhadap kinerja pegawai di Sekretariat Utama BPPT. Hasil lain menunjukkan bahwa tidak terdapat pengaruh signifikan kepemimpinan terhadap *employee engagement* maupun terhadap kinerja pegawai di Sekretariat Utama BPPT.

Kata kunci: Kepemimpinan, Budaya Organisasi, *Employee Engagement*, dan Kinerja Pegawai

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ABSTRACT

In general, every government organization including the Agency for the Assessment and Application of Technology (BPPT) is required to realize the practice of good governance by showing improved performance. Employee performance can be a means for BPPT to measure employee ability. Therefore, employee performance is the ability of work achieved and desired from employee behavior in carrying out and completing work tasks that are the responsibility of individuals or groups. This study aims to analyze the influences of leadership and organizational culture on employee performance as mediated by employee engagement among employees at the BPPT Main Secretariat. This study used a sample of 152 respondents out of 316 populations of employees spread across four work units within the BPPT Main Secretariat. The method of analysis used Structural Equation Modeling (SEM) with the AMOS 24 program. The results of the study indicate that there is a significant influence of organizational culture both on employee engagement and on employee performance and there is a significant influence of employee engagement on employee performance at the BPPT Main Secretariat. Meanwhile, there is no significant influence of leadership on employee engagement and on the employee performance at the BPPT Main Secretariat.

Keywords: Leadership, Organizational Culture, Employee Engagement, and Employee Performance



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