

ABSTRACT

THE INFLUENCE OF WORK ENGAGEMENT, EMOTIONAL INTELLIGENCE AND FINANCIAL SATISFACTION ON EMPLOYEE PERFORMANCE (Case Study of Regional XII Education Service Outreach Employees West Java province)

By:

**RESA FITRIANI
228334063**

**Guidance 1: Dedi Kusmayadi
Guidance 2: Asep Yusup Hanapia**

The aim of this research are to determine and analyze the influence of Work Engagement, Emotional Intelligence and Financial Satisfaction on the performance of employees within the Region XII Education Office of West Java Province. The research used was a survey method, data obtained directly through questionnaires to 341 respondents taken from the State Civil Apparatus (ASN) who worked under the Region XII Education Office of West Java Province. Sampling used simple random sampling and the analysis method used in this research was path analysis. Based on the results of the research, it is known that Work Engagement is included in the good classification, Emotional Intelligence is included in the very good classification, Financial Satisfaction are included in the very good classification, as well as the performance of employees in the Region XII Education Office of West Java Province. The research used is a survey method, the data obtained directly are included in the very good classification. Work Engagement partially influences employee performance, Emotional Intelligence partially influences employee performance and Financial Satisfaction partially influences employee performance. Reach the Region XII West Java Province Education Service. Simultaneously, Work Engagement, Emotional Intelligence and Financial Satisfaction influence the performance of employees of the Region XII Education Service, West Java Province.

**Keywords: Work Engagement, Emotional Intelligence, Financial Satisfaction,
Employee Performance.**

ABSTRAK

PENGARUH *WORK ENGAGEMENT*, *EMOTIONAL INTELLIGENCE* DAN *FINANCIAL SATISFACTION* TERHADAP KINERJA PEGAWAI

(Studi Kasus pada Pegawai Jangkauan Dinas Pendidikan Wilayah XII Provinsi Jawa Barat)

Oleh:

RESA FITRIANI
228334063

Pembimbing 1 : Dedi Kusmayadi
Pembimbing 2 : Asep Yusup Hanapia

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh *Work Engagement*, *Emotional Intelligence* dan *Financial Satisfaction* terhadap Kinerja pegawai Jangkauan Dinas Pendidikan Wilayah XII Provinsi Jawa Barat. Penelitian yang digunakan adalah metode survey, data yang diperoleh langsung melalui kuesioner kepada 341 responden yang diambil dari Aparatur Sipil Negara (ASN) yang bekerja dibawah Jangkauan Dinas Pendidikan Wilayah XII Provinsi Jawa Barat. Penarikan sampel menggunakan *simple random sampling* dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur (*path*). Berdasarkan hasil penelitian diketahui *Work Engagement* termasuk dalam klasifikasi baik, *Emotional Intelligence* termasuk dalam klasifikasi sangat baik, *Financial Satisfaction* termasuk dalam klasifikasi sangat baik, serta kinerja pegawai Jangkauan Dinas Pendidikan Wilayah XII Provinsi Jawa Barat. Penelitian yang digunakan adalah metode survey, data yang diperoleh langsung termasuk dalam klasifikasi sangat baik. *Work Engagement* secara parsial berpengaruh terhadap Kinerja pegawai, *Emotional Intelligence* secara parsial berpengaruh terhadap Kinerja pegawai dan *Financial Satisfaction* secara parsial berpengaruh terhadap Kinerja pegawai Jangkauan Dinas Pendidikan Wilayah XII Provinsi Jawa Barat. Secara simultan *Work Engagement*, *Emotional Intelligence* dan *Financial Satisfaction* berpengaruh terhadap kinerja pegawai Jangkauan Dinas Pendidikan Wilayah XII Provinsi Jawa Barat.

Kata Kunci: *Work Engagement*, *Emotional Intelligence*, *Financial Satisfaction*,
Kinerja Pegawai