

ABSTRACT
THE INFLUENCE OF JOB SATISFACTION
AND EMPLOYEE ENGAGEMENT ON WORKFORCE AGILITY
AND ITS IMPACT TO THE JOB PERFORMANCE
(Census of BPS Statistics Regency/Municipality Employees in East Priangan)

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This research aims to determine and analyze: (1) job satisfaction, employee engagement, workforce agility, and the job performance of BPS regency/municipality employees in East Priangan, (2) the influence of job satisfaction on employee engagement, (3) the influence of job satisfaction and employee engagement on workforce agility either partially or jointly, (4) the influence of job satisfaction, employee engagement and workforce agility on the job performance either partially or jointly. The data analysis technique used is path analysis. The result of this research: (1) job satisfaction, employee engagement, workforce agility, and the job performance is in the good category (2) job satisfaction has positive and significant influence to employee engagement (3) job satisfaction and employee engagement have positive and significant influence on workforce agility both partially and jointly (4) job satisfaction has positive influence but not significant on the job performance partially, employee engagement and workforce agility have positive and significant influence on the job performance partially, but the three variables have significant influence on the job performance jointly.

Keywords: job performance, job satisfaction, employee engagement, workforce agility

ABSTRAK
PENGARUH *JOB SATISFACTION* DAN *EMPLOYEE ENGAGEMENT*
TERHADAP *WORKFORCE AGILITY* SERTA DAMPAKNYA
PADA KINERJA KARYAWAN
(Sensus pada Karyawan Non Struktural BPS di Priangan Timur)

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Penelitian ini bertujuan untuk mengetahui dan menganalisis: (1) *job satisfaction*, *employee engagement*, *workforce agility* dan kinerja karyawan BPS di Priangan Timur (2) pengaruh *job satisfaction* terhadap *employee engagement*, (3) pengaruh *job satisfaction* dan *employee engagement* terhadap *workforce agility* secara parsial dan simultan, (4) pengaruh *job satisfaction*, *employee engagement* dan *workforce agility* terhadap kinerja secara parsial dan simultan. Teknik analisis data yang digunakan adalah analisis jalur. Hasil dari penelitian ini adalah: (1) *job satisfaction*, *employee engagement*, *workforce agility* dan kinerja berada pada kategori baik (2) *job satisfaction* berpengaruh positif dan signifikan terhadap *employee engagement* (3) *job satisfaction* dan *employee engagement* berpengaruh positif dan signifikan terhadap *workforce agility* secara parsial dan simultan (4) *job satisfaction* berpengaruh positif tapi tidak signifikan terhadap kinerja secara parsial, *employee engagement* dan *workforce agility* berpengaruh positif dan signifikan terhadap kinerja secara parsial, dan ketiga variabel tersebut berpengaruh signifikan terhadap kinerja secara simultan.

Kata kunci: kinerja, kepuasan kerja, keterikatan kerja, kelincahan karyawan