

***THE INFLUENCE OF EMPLOYEE ENGAGEMENT, EMOTIONAL
INTELLIGENT, AND FINANCIAL SATISFACTION ON JOB
PERFORMANCE WITH ORGANIZATIONAL CULTURE AS A
MODERATING VARIABLE***
(Survey on Civil Servants in the Regional Government of Tasikmalaya Regency)

ABSTRACT

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This research aims to test effects Employee Engagement, Emotional Intelligent, and Financial Satisfaction to Job Performance with Organizational Culture as a Moderating Variable. The study was conducted an PNS of regional apparatus in the Regional Government of Tasikmalaya Regency. Sampling is carried out using techniques propotioned random sampling, with a total sample size of 320 samples. The research instrument used was a questionnaire with a scale likert. The analysis technique used is PLS-SEM. The results of this research show that: 1) Employee Engagement, Emotional Intelligent, Financial Satisfaction, Organizational Culture, and Job Performance in good condition; 2) Employee Engagement, Emotional Intelligent, and Financial Satisfaction partially has a positive and significant effect on the variable Job Performance. 3) Employee Engagement, Emotional Intelligent, and Financial Satisfaction simultaneously has a significant effect on the variable Job Performance; 4) Organizational Culture has a moderating role in Employee Engagement, Emotional Intelligent, Financial Satisfaction to Job Performance.

Keywords: *Employee Engagement, Emotional Intelligent, Financial Satisfaction, Culture Organization and Job Performance.*

PENGARUH *EMPLOYEE ENGAGEMENT*, *EMOTIONAL INTELLIGENT*, DAN *FINANCIAL SATISFACTION* TERHADAP *JOB PERFORMANCE* DENGAN BUDAYA ORGANISASI SEBAGAI VARIABEL MODERASI
(Survey pada Pegawai Negeri Sipil Lingkup Perangkat Daerah di Lingkungan Pemerintah Daerah Kabupaten Tasikmalaya)

ABSTRAK

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Penelitian ini bertujuan untuk menguji pengaruh *Employee Engagement*, *Emotional Intelligent*, dan *Financial Satisfaction* terhadap *Job Performance* dengan Budaya Organisasi sebagai Variabel Moderasi. Studi dilakukan pada PNS lingkup Perangkat Daerah di Lingkungan Pemerintah Daerah Kabupaten Tasikmalaya. pengambilan sampel dilakukan dengan teknik *proposional random sampling*, dengan jumlah ukuran sampel sebanyak 320 sampel. Instrumen penelitian yang digunakan adalah kuesioner dengan skala *likert*. Teknis analisis yang digunakan adalah PLS-SEM. Hasil penelitian menunjukkan bahwa: 1) *Employee Engagement*, *Emotional Intelligent*, *Financial Satisfaction*, Budaya Organisasi, dan *Job Performance* dalam kondisi baik; 2) *Employee Engagement*, *Emotional Intelligent*, dan *Financial Satisfaction* secara parsial berpengaruh positif dan signifikan terhadap variabel *Job Performance*; 3) *Employee Engagement*, *Emotional Intelligent*, dan *Financial Satisfaction* secara simultan berpengaruh signifikan terhadap variabel *Job Performance* 4) Budaya Organisasi memiliki peran memoderasi *Employee Engagement*, *Emotional Intelligent*, dan *Financial Satisfaction* terhadap *Job Performance*.

Kata Kunci: *Employee Engagement*, *Emotional Intelligent*, *Financial Satisfaction*, Budaya Organisasi dan *Job Performance*.