

Budiarsana, Kadek (2026), Pengaruh Disiplin Kerja, *Employee Engagement* dan Budaya Kerja terhadap Kinerja Pegawai Pada Kantor Camat Buleleng, Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: disiplin kerja, *employee engagement*, budaya kerja, kinerja pegawai.

Abstrak

Penelitian ini bertujuan untuk menguji pengaruh disiplin kerja, *employee engagement*, dan budaya kerja terhadap kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi dalam penelitian ini adalah seluruh pegawai, dengan teknik penentuan sampel menggunakan *sampling jenuh*. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala Likert. Teknik analisis data yang digunakan adalah analisis regresi linier berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa secara parsial disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. *Employee engagement* juga berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu budaya kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, disiplin kerja, *employee engagement*, dan budaya kerja berpengaruh terhadap kinerja pegawai. Model penelitian menunjukkan bahwa variabel-variabel independen mampu menjelaskan kinerja pegawai, meskipun masih terdapat faktor-faktor lain di luar model penelitian yang turut memengaruhi.

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Keywords: work discipline, employee engagement, work culture, employee performance.

Abstract

This study aims to examine the influence of work discipline, employee engagement, and work culture on employee performance.. This research employs a quantitative approach using a survey method. The population in this study consists of all employees, with the sampling technique using a saturated sampling method. Data were collected through the distribution of questionnaires using a Likert scale. The data analysis technique used in this study is multiple linear regression analysis with the assistance of SPSS software. The results show that partially, work discipline has a positive and significant effect on employee performance. Employee engagement also has a positive and significant effect on employee performance. In addition, work culture has a positive and significant effect on employee performance. Simultaneously, work discipline, employee engagement, and work culture influence employee performance. The research model indicates that the independent variables are able to explain employee performance, although there are other factors outside the research model that also influence it.