

ABSTRAK

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Program Studi : Manajemen
Judul : Pengaruh *Work Engagement*, *Self-Efficacy*, dan Lingkungan kerja Terhadap Kinerja Karyawan Pada PT. Bamindo Agra Persada Binjai

Penelitian ini bertujuan untuk menganalisis pengaruh *Work Engagement*, *Self-Efficacy*, dan Lingkungan Kerja terhadap Kinerja Karyawan pada PT Bamindo Agra Persada Binjai. Penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif. Populasi penelitian adalah seluruh karyawan PT Bamindo Agra Persada Binjai yang berjumlah 60 orang. Teknik pengambilan sampel menggunakan sampling jenuh, sehingga seluruh anggota populasi dijadikan sebagai sampel penelitian. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan analisis regresi linear berganda dengan bantuan program *Statistical Package for the Social Sciences* (SPSS) versi 26. Hasil penelitian menunjukkan bahwa *Work Engagement* dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, sedangkan *Self-Efficacy* tidak berpengaruh signifikan terhadap Kinerja Karyawan. Hasil uji koefisien determinasi menunjukkan bahwa nilai *Adjusted R Square* sebesar 0,239, yang berarti *Work Engagement*, *Self-Efficacy*, dan Lingkungan Kerja secara bersama-sama mampu menjelaskan variasi Kinerja Karyawan sebesar 23,9%, sedangkan sisanya sebesar 76,1% dipengaruhi oleh variabel lain di luar penelitian ini. Berdasarkan hasil penelitian, dapat disimpulkan bahwa *Work Engagement* dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT Bamindo Agra Persada Binjai, sedangkan *Self-Efficacy* tidak berpengaruh signifikan terhadap Kinerja Karyawan.

Kata Kunci: *Work Engagement*, *Self-Efficacy*, Lingkungan Kerja, Kinerja Karyawan.

ABSTRACT

Name : Widya Khairaningsih
Study Program : Management
Title : *The Influence of Work Engagement, Self-Efficacy, and Work Environment on Employee Performance at PT Bamindo Agra Persada Binjai*

This study aims to analyze the effect of Work Engagement, Self-Efficacy, and the Work Environment on Employee Performance at PT Bamindo Agra Persada Binjai. This study employed a quantitative method with an associative approach. The population consisted of all 60 employees of PT Bamindo Agra Persada Binjai. The sampling technique used was saturated sampling, in which the entire population was selected as the research sample. Data were collected through questionnaires and analyzed using multiple linear regression analysis with the assistance of the Statistical Package for the Social Sciences (SPSS) version 26. The results showed that Work Engagement and the Work Environment had a positive and significant effect on Employee Performance, whereas Self-Efficacy had no significant effect on Employee Performance. The coefficient of determination test indicated that the Adjusted R Square value was 0.239, meaning that Work Engagement, Self-Efficacy, and the Work Environment collectively explained 23.9% of the variance in Employee Performance, while the remaining 76.1% was explained by other variables outside the scope of this study. Based on the findings, it can be concluded that Work Engagement and the Work Environment have a positive and significant effect on Employee Performance at PT Bamindo Agra Persada Binjai, whereas Self-Efficacy has no significant effect on Employee Performance.

Keywords: *Work Engagement, Self-Efficacy, Work Environment, Employee Performance.*