

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *employee experience* dan *employee engagement* terhadap kinerja mahasiswa kerja melalui job satisfaction pada Mahasiswa Manajemen FEB Universitas Malikussaleh. Penelitian ini menggunakan metode kuantitatif dengan populasi sebanyak 1153 orang dan sampel sebanyak 120 orang yang ditentukan dengan teknik *non-probability sampling* dengan metode *purposive sampling*. Teknik pengumpulan data melalui data primer yang diperoleh dengan cara membagikan kuesioner melalui google form kepada 120 responden. Pengukuran instrumen penelitian ini menggunakan skala likert. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis jalur (*Path Analysis*) dan uji efek mediasi (*Sobel Test*) dengan menggunakan perangkat lunak IBM SPSS Statistics dan Kalkulator Sobel. Hasil penelitian ini menunjukkan bahwa *Employee Experience* berpengaruh positif dan signifikan terhadap Kinerja Mahasiswa Kerja. *Employee Engagement* berpengaruh positif dan signifikan terhadap Kinerja Mahasiswa Kerja. Job Satisfaction berpengaruh positif tetapi tidak signifikan terhadap Kinerja Mahasiswa Kerja. *Employee Experience* berpengaruh positif dan signifikan terhadap *Job Satisfaction*. *Employee Engagement* berpengaruh positif dan signifikan terhadap *Job Satisfaction*. Kemudian *Job Satisfaction* tidak mampu memediasi pengaruh *Employee Experience* terhadap Kinerja Mahasiswa Kerja sehingga dapat disimpulkan tidak terjadi *partial mediation*. Serta *Job Satisfaction* tidak mampu memediasi pengaruh *Employee Engagement* terhadap Kinerja Mahasiswa Kerja sehingga dapat disimpulkan tidak terjadi hubungan *partial mediation*.

Kata Kunci : Employee Experience, Employee Engagement, Kinerja Mahasiswa Kerja, Job Satisfaction.

ABSTRACT

This study aims to examine the influence of employee experience and employee engagement on the performance of working students through job satisfaction among Management students at the Faculty of Economics and Business, Malikussaleh University. This study employed a quantitative research approach with a population of 1,153 students and a sample of 120 respondents selected using a non-probability sampling technique with a purposive sampling method. Primary data were collected by distributing questionnaires via Google Forms to 120 respondents. The research instrument was measured using a Likert scale. The data were analyzed using multiple linear regression analysis, path analysis, and the Sobel test for mediation effects with the assistance of IBM SPSS Statistics software and the Sobel Calculator. The results indicate that employee experience has a positive and significant effect on the performance of working students. Likewise, employee engagement has a positive and significant effect on the performance of working students. Job satisfaction has a positive but insignificant effect on the performance of working students. In addition, employee experience has a positive and significant effect on job satisfaction, and employee engagement also has a positive and significant effect on job satisfaction. Furthermore, job satisfaction is unable to mediate the relationship between employee experience and the performance of working students, indicating that partial mediation does not occur. Similarly, job satisfaction is unable to mediate the relationship between employee engagement and the performance of working students, indicating that partial mediation does not occur.

Keywords: Employee Experience, Employee Engagement, Performance of Working Students, Job Satisfaction.