

**The Influence of Knowledge Management and Organizational Culture through  
Employee Engagement as a Mediation Variable on the Performance of Millennial  
Employees at Pusdiklat Badan Pusat Statistik Jakarta**

**By Junita Monica Angeline H**

***Abstract***

*This research is a quantitative study with the aim of knowing whether there is an effect of knowledge management and organizational culture through employee engagement as a mediating variable on millennial employee performance. The objects in this study are millennial employees at the Jakarta Center for Statistics Education and Training Center. The data in the study came from the results of distributing questionnaires with the Google form to 31 respondents. Descriptive analysis and inferential analysis were carried out in this study. Testing in this study was assisted by SMARTPLS 4.0 software. Tests carried out are validity test, reliability test, test the coefficient of determination and test the hypothesis of direct and indirect influence. The research results obtained were: 1) knowledge management has a positive and significant effect on millennial employee performance, 2) organizational culture has a positive and significant effect on millennial employee performance, 3) employee engagement has a positive and significant effect on millennial employee performance, 4) knowledge management affects the performance of millennial employees through employee engagement, 5) organizational culture does not affect the performance of millennial employees through employee engagement.*

**Keywords** : Knowledge Management, Organizational Culture, Employee Engagement, Performance, Millennials

**Pengaruh *Knowledge Management* dan Budaya Organisasi melalui *Employee Engagement* terhadap Kinerja Pegawai Milenial pada  
Pusdiklat Badan Pusat Statistik Jakarta**

**Oleh Junita Monica Angeline H**

**Abstrak**

Penelitian ini merupakan penelitian kuantitatif dengan tujuan mengetahui apakah terdapat pengaruh *knowledge management* dan budaya organisasi melalui *employee engagement* sebagai variabel mediasi terhadap kinerja pegawai milenial. Objek pada penelitian ini yaitu pegawai milenial pada Pusdiklat Badan Pusat Statistik Jakarta. Data dalam penelitian berasal dari hasil menyebar kuesioner dengan menggunakan *google form* kepada 31 responden. Analisis deskriptif dan analisis inferensial dilakukan pada penelitian ini. Pengujian pada penelitian ini dibantu dengan *software SMARTPLS 4.0*. Pengujian yang dilakukan adalah uji validitas, uji realibilitas, uji koefisien determinasi dan uji hipotesis pengaruh langsung maupun pengaruh tak langsung. Hasil penelitian yang diperoleh, yaitu: 1) *knowledge management* berpengaruh secara positif dan signifikan terhadap kinerja pegawai milenial, 2) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai milenial, 3) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai milenial, 4) *knowledge management* berpengaruh terhadap kinerja pegawai milenial melalui *employee engagement*, 5) budaya organisasi tidak berpengaruh terhadap kinerja pegawai milenial melalui *employee engagement*.

**Kata Kunci** : *Knowledge Management*, Budaya Organisasi, *Employee Engagement*, Kinerja, Milenial