

***The Influence of Employee Engagement, Knowledge Management, and Work Environment on Employee Performance at Kantor Pelayanan Perbendaharaan Negara Jakarta IV***

***By:***

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***Abstract***

*This research is a quantitative study with the aim of knowing and proving the influence of employee engagement, knowledge management, and work environment partially and simultaneously. The population in this study is 41 employees of the Jakarta IV State Treasury Services Office and all of them were used as samples. Data for this research was obtained using a questionnaire which was measured using a Likert scale. The data analysis technique used is descriptive and inferential analysis using SmartPLS 4.0 software. The results of this research show that: 1) employee engagement has a positive and significant influence on employee performance of 0.514, 2) knowledge management has a negative and insignificant influence on employee performance of -0.159, 3) the work environment has a positive and significant influence on employee performance amounting of 0.332, 4) employee engagement, knowledge management, and work environment simultaneously influence employee performance.*

***Keywords*** : *employee performance, employee engagement, knowledge management, work environment.*

**Pengaruh *Employee Engagement, Knowledge Management, dan Lingkungan Kerja* terhadap Kinerja Pegawai pada Kantor Pelayanan Perbendaharaan Negara Jakarta IV**

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**Abstrak**

Penelitian ini merupakan penelitian kuantitatif yang dilakukan dengan tujuan untuk mengetahui dan membuktikan adanya pengaruh *employee engagement, knowledge management*, dan lingkungan kerja terhadap kinerja pegawai secara parsial maupun simultan. Populasi dalam penelitian ini adalah pegawai Kantor Pelayanan Perbendaharaan Negara Jakarta IV sebanyak 41 orang dan seluruhnya dijadikan sampel. Data untuk penelitian ini diperoleh dengan menggunakan kuesioner yang diukur melalui skala Likert. Teknik analisis data yang digunakan adalah analisis deskriptif dan inferensial dengan menggunakan *software SmartPLS 4.0*. Hasil dari penelitian ini menunjukkan bahwa: 1) *employee engagement* memiliki pengaruh positif dan signifikan terhadap kinerja pegawai sebesar 0.514, 2) *knowledge management* memiliki pengaruh negatif dan tidak signifikan terhadap kinerja pegawai sebesar -0.159, 3) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai sebesar 0.332, 4) *employee engagement, knowledge management*, dan lingkungan kerja secara simultan berpengaruh terhadap kinerja pegawai.

**Kata Kunci :** kinerja pegawai, *employee engagement, knowledge management*, lingkungan kerja.