EFFECT OF SELF-EFFICACY AND COMPETENCY ON EMPLOYEE ENGAGEMENT WITH ORGANIZATIONAL CLIMATE AS A MODERATING VARIABLE (Case study at the Office of Data and Information Center of the Ministry of Defense of the Republic of Indonesia)

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Abstract

This study was conducted with the aim of knowing and proving the effect of Self-Efficacy and Competence on Employee Engagement with Organizational Climate as moderation. A quantitative approach was used in this study with a sample size of 134 employees at the Data and Information Center office of the Ministry of Defense of the Republic of Indonesia using a saturated sample technique that made all members of the population as samples. The data collection technique used a questionnaire through Google Form which was distributed to employees of the Data and Information Center of the Ministry of Defense of the Republic of Indonesia. The data analysis technique used is descriptive and inferential analysis which is processed with the SmartPLS version 4.0 measuring instrument. The tests carried out include convergent validity, discriminant validity, reliability test, R Sqaure (R^2) coefficient of determination test, Q-Square (Q^2) predictive test, and partial hypothesis testing using the t-test. The results of this study indicate that (1) Self-Efficacy has a positive and significant effect on Employee Engagement, (2) Competence has a positive and significant effect on Employee Engagement, (3) Organizational Climate has an effect and significantly weakens Self-Efficacy on Employee Engagement, (4) Organizational Climate has an effect and significantly strengthens Competence on Employee Engagement.

Keywords: Employee Engagement, Self-Efficacy, Competency, Organizational Climate

PENGARUH *SELF-EFFICACY* DAN KOMPETENSI TERHADAP *EMPLOYEE ENGAGEMENT* DENGAN IKLIM ORGANISASI SEBAGAI VARIABEL MODERASI (Studi kasus pada Kantor Pusat Data dan Informasi Kementerian Pertahanan Republik Indonesia)

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Abstrak

Penelitian ini dilakukan dengan tujuan untuk mengetahui dan membuktikan pengaruh *Self-Efficacy* dan Kompetensi terhadap *Employee Engagement* dengan Iklim Organisasi sebagai moderasi. Pendekatan kuantitatif digunakan pada penelitian ini dengan jumlah sampel sebanyak 134 pegawai pada kantor Pusat Data dan Informasi Kementrian Pertahanan Republik Indonesia dengan menggunakan teknik sampel jenuh yang menjadikan seluruh anggota populasi sebagai sampel. Teknik pengumpulan data menggunakan kuesioner melalui *Google Form* yang disebar kepada pegawai Pusat Data dan Informasi Kementrian Pertahanan Republik Indonesia. Teknik analisis data yang digunakan yaitu analisis deskritif dan inferensial yang diolah dengan alat ukur SmartPLS versi 4.0. Pengujian yang dilakukan mencakup validitas konvergen, validitas diskriminan, uji reliabilitas, uji koefisien determinasi R *Sqaure* (R^2), uji prediktif Q-*Square* (Q^2), serta pengujian hipotesis secara parsial menggunakan uji-t. Hasil penelitian ini menunjukkan bahwa (1) *Self-Efficacy* berpengaruh positif dan signifikan terhadap *Employee Engagement*, (2) Kompetensi berpengaruh positif dan signifikan terhadap *Employee Engagement*, (3) Iklim Organisasi berpengaruh dan signifikan memperlemah *Self-Efficacy* terhadap *Employee Engagement*, (4) Iklim Organisasi berpengaruh dan signifikan memperkuat Kompetensi terhadap *Employee Engagement*.

Kata Kunci: *Employee Engagement, Self-Efficacy,* Kompetensi, Iklim Organisasi