

**Pengaruh *Employee Engagement*, *Job Autonomy*, Dan *Workforce Diversity* Terhadap
Kinerja Pegawai Bagian Tidak Lanjut Hasil Pengawasan Dan Umum Inspektorat Jenderal
Kementerian Desa Dan Pembangunan Daerah Tertinggal**

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang dilakukan dengan tujuan untuk mengetahui pengaruh *Employee Engagement*, *Job Autonomy*, dan *Workforce Diversity* terhadap kinerja pegawai. Penelitian ini mengambil sampel sebesar 37 pegawai ASN non eselon Bagian Tidak Lanjut Hasil Pengawasan Dan Umum Inspektorat Jenderal Kementerian Desa Dan Pembangunan Daerah Tertinggal dengan metode *total sampling*. Pengolahan data dilakukan dengan menggunakan SmartPLS 4.1 dengan menerapkan teknis analisis SEM-PLS, dengan tingkat signifikansi 0,05. Hasil yang diperoleh pada penelitian ini adalah (1) *Employee Engagement* memiliki pengaruh yang positif dan signifikan terhadap kinerja pegawai, (2) *Job Autonomy* memiliki pengaruh yang positif dan signifikan terhadap kinerja pegawai, dan (3) *Workforce Diversity* memiliki pengaruh yang positif dan signifikan terhadap kinerja pegawai

Kata Kunci: *Employee Engagement*, *Job Autonomy*, *Workforce Diversity*, Kinerja Pegawai

The Influence of Employee Engagement, Job Autonomy, and Workforce Diversity on the Performance of Employees in the Follow-up of Supervision Results and General Affairs of the Inspectorate General of the Ministry of Villages and Development of Disadvantaged Regions

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Abstract

This research is a quantitative research conducted with the aim of determining the effect of Employee Engagement, Job Autonomy, and Workforce Diversity on employee performance. This study took a sample of 37 non-echelon ASN employees of the Non-Follow-up Supervision and General Section of the Inspectorate General of the Ministry of Villages and Development of Disadvantaged Regions with the total sampling method. Data processing was carried out using SmartPLS 4.1 by applying SEM-PLS analysis techniques, with a significance level of 0.05. The results obtained in this study are (1) Employee Engagement has a positive and significant effect on employee performance, (2) Job Autonomy has a positive and significant effect on employee performance, and (3) Workforce Diversity has a positive and significant effect on employee performance

Keywords: *Employee Engagement, Job Autonomy, Workforce Diversity, Employee Performance*