

***The Effect Of Work Engagement, Job Burnout, And Learning Agility On
Employee Performance Of Employees Of Bank Negara Indonesia Depok Branch
Office***

By Nayla Faiza Yuronisa

Abstract

This study aims to examine the influence of work engagement, job burnout, and learning agility on employee performance among employees of Bank Negara Indonesia (BNI) Depok Branch Office. The research originates from the growing competitiveness within the banking industry amid rapid digital transformation, which demands employees to demonstrate high work engagement, resilience toward job-related pressure, and strong adaptability and learning agility. The literature review indicates that these variables are theoretically linked to employee performance, yet previous studies have shown inconsistent findings, creating a research gap that justifies further investigation. Using a quantitative approach, the study employs questionnaires, standardized measurement indicators, and data analysis through descriptive and inferential statistics. The population consists of all employees of BNI Depok Branch, with a sampling technique aligned with the research design. The results of the study indicate that work engagement and adaptation to accelerated learning have a positive effect on employee performance, while job burnout has no effect. This study is expected to provide theoretical contributions to the development of HR science and practical benefits for BNI management in improving employee performance by strengthening work engagement, preventing job burnout, and increasing accelerated learning.

Keywords: *Work Engagement, Job Burnout, Learning Agility, Employee Performance*

Pengaruh *Work Engagement*, *Job Burnout*, Dan *Learning Agility* Terhadap *Employee Performance* Pada Pegawai Bank Negara Indonesia Kantor Cabang Depok

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh keterikatan kerja, kejenuhan kerja, dan percepatan belajar terhadap kinerja karyawan pada pegawai Bank Negara Indonesia (BNI) Kantor Cabang Depok. Latar belakang penelitian berangkat dari dinamika industri perbankan yang semakin kompetitif di tengah transformasi digital, yang menuntut karyawan memiliki keterikatan kerja tinggi, ketahanan terhadap tekanan pekerjaan, serta kemampuan beradaptasi dan belajar cepat. Tinjauan pustaka menunjukkan bahwa ketiga variabel tersebut secara teoritis memiliki keterkaitan dengan kinerja karyawan, namun penelitian sebelumnya menunjukkan hasil yang beragam sehingga menimbulkan perbedaan penemuan. Penelitian ini menggunakan pendekatan kuantitatif dengan kuesioner, pengukuran variabel berdasarkan indikator terstandar, serta analisis statistik deskriptif dan inferensial. Populasi penelitian mencakup seluruh pegawai BNI KC Depok dengan teknik sampling yang disesuaikan dengan kebutuhan penelitian. Hasil penelitian menunjukkan bahwa keterikatan kerja dan adaptasi percepatan belajar berpengaruh positif terhadap kinerja karyawan, sedangkan kejenuhan kerja tidak berpengaruh terhadap kinerja karyawan. Penelitian ini diharapkan memberikan kontribusi teoritis bagi pengembangan ilmu MSDM dan manfaat praktis bagi manajemen BNI dalam meningkatkan performa pegawai melalui penguatan keterikatan kerja pencegahan jenuh kerja dan peningkatan percepatan belajar.

Kata kunci: *Work Engagement*, *Job Burnout*, *Learning Agility*, *Employee Performance*,