

The Influence of Employee Engagement, Self Efficacy, and Work Environment on Job Satisfaction of Employees at the Secretariat of the Directorate General of Village Government Development, Ministry of Home Affairs

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Abstract

This study is a quantitative research aimed at examining the influence of employee engagement, self efficacy, and the work environment on job satisfaction among employees at the Secretariat of the Directorate General of Village Government Development, Ministry of Home Affairs. The study involved 92 employee respondents selected using a simple random sampling technique. Data analysis was conducted using the Structural Equation Model (SEM) method with the assistance of SmartPLS version 4.0. The results indicate that: (1) employee engagement has a significant effect on job satisfaction, (2) self efficacy also has a significant effect on job satisfaction, (3) the work environment significantly influences job satisfaction, and (4) employee engagement, self efficacy, and the work environment simultaneously have a significant effect on the job satisfaction of employees at the Secretariat of the Directorate General of Village Government Development, Ministry of Home Affairs.

Keywords: *employee engagement, self efficacy, work environment, job satisfaction*

Pengaruh *Employee Engagement*, *Self Efficacy* dan Lingkungan Kerja terhadap Kepuasan Kerja Pegawai Sekretariat Direktorat Jenderal Bina Pemerintahan Desa Kementerian Dalam Negeri

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Abstrak

Penelitian ini merupakan studi kuantitatif yang bertujuan untuk mengkaji pengaruh *employee engagement*, *self efficacy*, dan lingkungan kerja terhadap kepuasan kerja pegawai di Sekretariat Direktorat Jenderal Bina Pemerintahan Desa, Kementerian Dalam Negeri. Penelitian ini melibatkan 92 pegawai responden dengan teknik pengambilan sampel menggunakan *simple random sampling*. Analisis data dilakukan menggunakan metode *Structural Equation Model (SEM)* dengan bantuan perangkat lunak *SmartPLS* versi 4.0. Berdasarkan hasil analisis, diperoleh temuan bahwa: (1) *employee engagement* memiliki pengaruh signifikan terhadap kepuasan kerja, (2) *self efficacy* juga menunjukkan pengaruh signifikan terhadap kepuasan kerja, (3) lingkungan kerja terbukti berpengaruh signifikan terhadap kepuasan kerja, dan (4) secara simultan, *employee engagement*, *self efficacy*, dan lingkungan kerja memberikan pengaruh signifikan terhadap kepuasan kerja pegawai Sekretariat Direktorat Jenderal Bina Pemerintahan Desa, Kementerian Dalam Negeri.

Kata Kunci: keterikatan karyawan, efikasi diri, lingkungan kerja, kepuasan kerja