

THE EFFECT OF WORK ENVIRONMENT, EMPLOYEE ENGAGEMENT, AND COMPENSATION ON NURSES PERFORMANCE AT THE INDONESIAN CHRISTIAN UNIVERSITY HOSPITAL

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ABSTRACT

This study aims to analyze the influence of the work environment, employee engagement, and compensation on the performance of nurses at the Indonesian Christian University Hospital Indonesia. This study was motivated by the suboptimal performance of nurses amid demands for a conducive work environment, high employee engagement, and a fair compensation system. The study employed a quantitative approach with a sample selected through purposive sampling. Data were collected using a Likert-scale questionnaire and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4. The results indicate that the work environment, employee engagement, compensation, and nurses' performance fall into the moderate to high range. Structural analysis confirmed that the work environment, employee engagement, and compensation both individually and collectively have a positive and significant effect on nurses' performance, with compensation being the most dominant variable. These findings underscore the importance of improving the quality of the work environment, strengthening employee engagement, and providing fair compensation to enhance nurses' performance.

Keywords: *Performance, Work Environment, Employee Engagement, Compensation*

PENGARUH LINGKUNGAN KERJA, *EMPLOYEE ENGAGEMENT*, DAN KOMPENSASI TERHADAP KINERJA PERAWAT RUMAH SAKIT UNIVERSITAS KRISTEN INDONESIA

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ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh lingkungan kerja, *employee engagement*, dan kompensasi terhadap kinerja perawat di Rumah Sakit Universitas Kristen Indonesia. Penelitian ini dilatarbelakangi oleh belum optimalnya kinerja perawat di tengah tuntutan akan lingkungan kerja yang kondusif, keterikatan kerja yang tinggi, dan sistem kompensasi yang adil. Penelitian menggunakan pendekatan kuantitatif dengan sampel yang ditentukan melalui *purposive sampling*. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis dengan metode *Partial Least Squares Structural Equation Modeling* (PLS-SEM) menggunakan SmartPLS 4. Hasil penelitian menunjukkan bahwa lingkungan kerja, *employee engagement*, kompensasi, dan kinerja perawat berada pada kategori sedang hingga cenderung tinggi. Analisis struktural membuktikan bahwa lingkungan kerja, *employee engagement*, dan kompensasi, baik secara parsial maupun simultan, berpengaruh positif dan signifikan terhadap kinerja perawat, dengan kompensasi sebagai variabel yang paling dominan. Temuan ini menegaskan pentingnya peningkatan kualitas lingkungan kerja, penguatan *employee engagement*, dan pemberian kompensasi yang adil untuk meningkatkan kinerja perawat.

Kata kunci: Kinerja, Lingkungan Kerja, *Employee Engagement*, Kompensasi