

**ANALISIS PENGARUH MOTIVASI DAN *WORK ENGAGEMENT*
TERHADAP *PERFORMANCE APPRAISAL* TENAGA KERJA
DI PT PETROKIMIA GRESIK DENGAN PENDEKATAN
SEM (*STRUCTURAL EQUATION MODELLING*)**

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Abstrak

Perusahaan-perusahaan di era globalisasi berlomba-lomba meningkatkan manajemen kualitas untuk dapat bertahan dan memenangkan persaingan. PT Petrokimia Gresik merupakan salah satu perusahaan berstatus BUMN (Badan Usaha Milik Negara) dalam lingkup Departemen Perindustrian dan Perdagangan yang terus berperan aktif dalam rangka memenuhi kebutuhan pupuk dan bahan-bahan kimia lainnya sebagai lokomotif perekonomian bangsa. Terdapat delapan prinsip manajemen kualitas yang salah satunya adalah *involvement of people*. Maka, perusahaan perlu memperhatikan variabel-variabel yang mempengaruhi kinerja karyawannya karena SDM (Sumber Daya Manusia) merupakan unsur terpenting dalam perusahaan untuk dapat meningkatkan kualitas perusahaan. Variabel yang diduga berpengaruh terhadap kinerja karyawan adalah motivasi kerja dan *work engagement*. Ketiga variabel tersebut dianalisis menggunakan *Structural Equation Modelling* (SEM) untuk mengetahui indikator apa saja dan variabel apa yang paling berpengaruh terhadap kinerja karyawan. Hasil analisis menunjukkan bahwa *work engagement* berpengaruh signifikan terhadap *performance appraisal* (kinerja karyawan) dan motivasi. Artinya, semakin baik *work engagement* seperti keadaan lingkungan kerja, hubungan antara karyawan dan pimpinan, serta perasaan nyaman setiap individu terhadap pekerjaannya mampu meningkatkan kinerja dan motivasi karyawan yang berdampak baik bagi perusahaan. Motivasi tidak berpengaruh langsung terhadap kinerja karyawan, namun dengan adanya faktor eksternal yaitu *work engagement* maka motivasi berpengaruh signifikan terhadap *performance appraisal* tenaga kerja.

Kata Kunci: *Motivasi, Performance Appraisal, Structural Equation Modelling, Work Engagement.*

**AN INFLUENCE OF MOTIVATION AND WORK
ENGAGEMENT ANALYSIS FOR
APPRAISAL PERFORMANCE OF LABORS
IN PT PETROKIMIA GRESIK WITH THE APPROACH
SEM (*STRUCTURAL EQUATION MODELLING*)**

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Abstract

Companies in this globalization era are vying to improve the quality management in order to survive and win the competition. PT Petrokimia Gresik is one state-owned enterprise (BUMN) within the Ministry of Industry and Trade which keeps continue to play an active role in order to fulfill the needs of fertilizers and other chemicals for the nation's economic locomotive. There are 8 quality management principles, one of them is "involvement of people". Then, companies need to pay attention to that variables which affect the performance of their employees, because human recources are the most important element in the company which aim to improve the quality of the company. Variables that expected influence the employee's performance is work motivation and work engagement. Those variables will be analyzed by using Structural Equation Modelling (SEM) to determine which indicators and variables that most influence the employee's performance. It's given that the work engagement significantly affect the appraisal performance (employee's performance) and motivation. That means, a good work engagement such as the work environment; the relationship between employees and managers; and a comfortable feeling for every individual to work, can improve the employee's performance and motivation which is good for the company. Motivation doesn't give a directly effect to employee's performance, but with the external factors which is work engagement, it will be significantly affect the appraisal performance of the labors.

Keywords: *Appraisal Performance, Motivation, , Structural Equation Modelling, Work Engagement.*