

## ABSTRAK

Pengaruh Kompensasi Finansial Langsung dan Pengembangan Karir Terhadap Kinerja Karyawan Melalui *Employee Engagement* Sebagai Variabel Intervening (Studi Pada Divisi Kapal Niaga PT. PAL Indonesia)

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Sumber daya manusia (SDM) merupakan aset penting untuk turut mendorong pembangunan ekonomi nasional, termasuk di sektor industri. PT. PAL Indonesia (Persero) sebagai salah satu industri strategis yang memproduksi alat utama sistem pertahanan Indonesia khususnya untuk matra laut, keberadaannya tentu memiliki peran penting dan strategis dalam mendukung pengembangan industri kelautan nasional. Penelitian ini bertujuan untuk menganalisis pengaruh secara langsung dan tidak langsung Kompensasi Finansial Langsung dan Pengembangan Karir terhadap Kinerja Karyawan dan melihat pengaruh secara langsung dan tidak langsung Kompensasi Finansial Langsung dan Pengembangan Karir terhadap Kinerja Karyawan melalui *Employee Engagement* sebagai variabel intervening pada karyawan di Divisi Kapal Niaga PT PAL Indonesia (Persero).

Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Sampel dalam penelitian ini berjumlah 120 orang karyawan tetap Divisi Kapal Niaga di PT PAL Indonesia (Persero). Analisis yang digunakan adalah *Path Analisis* atau Analisis Jalur.

Berdasarkan analisis data diketahui bahwa terdapat pengaruh langsung Kompensasi Finansial Langsung terhadap Kinerja Karyawan dan pengaruh tidak langsung Kompensasi Finansial Langsung terhadap Kinerja Karyawan melalui *Employee Engagement* sebagai variabel intervening. Pengembangan Karir tidak berpengaruh secara langsung terhadap Kinerja Karyawan dan Pengembangan Karir tidak berpengaruh secara langsung terhadap Kinerja Karyawan melalui *Employee Engagement* sebagai variabel intervening.

Kata Kunci : Kompensasi finansial langsung, pengembangan karir, *employee engagement*, kinerja karyawan

*ABSTRACT*

*The Influence of Direct Financial Compensation and Career Development  
Towards Employee Performance Through Employee Engagement as Intervening  
Variable (Study on Divisi Kapal Niaga PT. PAL Indonesia)*

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Human resources (HR) are important assets to contribute to national economic development, including in the industrial sector. PT. PAL Indonesia (Persero) as one of the strategic industries that produce the main tools of the Indonesian defense system, especially for the sea, its existence certainly has an important and strategic role in supporting the development of the national marine industry. This study aims to analyze the direct and indirect effects of Direct Financial Compensation and Career Development on Employee Performance and see the direct and indirect effects of Direct Financial Compensation and Career Development on Employee Performance through Employee Engagement as an intervening variable for employees in the Commercial Ship Division of PT PAL Indonesia (Persero).

The type of research used in this study is quantitative research. The sample in this study amounted to 120 permanent employees of the Commercial Ship Division at PT PAL Indonesia (Persero). The analysis used is Path Analysis or Path Analysis.

Based on data analysis, it is known that there is a direct effect of Direct Financial Compensation on Employee Performance and the indirect effect of Direct Financial Compensation on Employee Performance through Employee Engagement as an intervening variable. Career Development does not directly affect Employee Performance and Career Development does not directly affect Employee Performance through Employee Engagement as an intervening variable.

Keywords : Direct financial compensation, career development, employee engagement, employee performance