

ABSTRAK

Zihan Muksin, 2024. Pengaruh *Employee Engagement* terhadap Kebahagiaan di Tempat Kerja dengan *Organizational Citizenship Behaviour* sebagai Variabel Mediasi (Studi pada Pegawai RSUD Jailolo Halmahera Barat). Pembimbing Utama Rahmat Sabuhari. Pembimbing Pendamping Marwan Man Soleman.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh langsung *employee engagement* dan *organizational citizenship behavior* (OCB) terhadap kebahagiaan di tempat kerja pegawai RSUD Jailolo Kabupaten Halmahera Barat dan juga untuk mengetahui peran OCB dalam memediasi pengaruh *employee engagement* terhadap kebahagiaan di tempat kerja. Penelitian ini merupakan jenis penelitian kuantitatif. Sampel diambil dengan menggunakan teknik probability sampling (*simple random sampling*). Jumlah sampel yang digunakan yaitu sebanyak 80 responden. Data yang di peroleh dianalisis dengan menggunakan SEM-PLS. Temuan penelitian ini menunjukkan bahwa: (1) *employee engagement* berpengaruh positif dan signifikan terhadap kebahagiaan di tempat kerja, (2) *employee engagement* berpengaruh positif dan signifikan terhadap OCB, (3) OCB berepengaruh positif dan signifikan terhadap kebahagiaan di tempat kerja dan (4) OCB berperan sebagai pemediasi pengaruh *employee engagement* terhadap kebahagiaan di tempat kerja.

Kata kunci: *Employee Engagement*, Kebahagiaan di Tempat Kerja dan *Organizational Citizenship Behaviour*.

ABSTRACT

Zihan Muksin, 2024. *The Influence of Employee Engagement on Happiness in the Workplace with Organizational Citizenship Behavior as a Mediating Variable (Study on Employees at Jailolo Hospital, West Halmahera). Main Supervisor Rahmat Sabuhari. Companion Advisor Marwan Man Soleman.*

The aim of this research is to ascertain and evaluate the direct influence of employee engagement and organizational citizenship behavior (OCB) on happiness at work of employees at Jailolo Hospital, West Halmahera Regency and also to determine the role of OCB in mediating the influence of employee engagement on happiness at work. This research is a type of quantitative research. Samples were taken using probability sampling techniques (simple random sampling). The number of samples used was 80 respondents. The data obtained were analyzed using SEM-PLS. The findings of this research show that: (1) employee engagement has a positive and significant effect on happiness at work, (2) employee engagement has a positive and significant effect on OCB, (3) OCB has a positive and significant effect on happiness at work and (4) OCB acts as a mediator in the influence of employee engagement on happiness at work.

Keywords: *Employee Engagement, Happiness at Work and Organizational Citizenship Behavior.*