

ABSTRAK

Cici Ariyanti Lukman, 2024. Pengaruh *Team work* terhadap Kinerja Pegawai dengan *Work Engagement* sebagai Variabel Mediasi (Studi pada Dinas Sosial Kota Ternate). Pembimbing Utama: Rahmat Sabuhari, Pembimbing Pendamping: Marwan Man Soleman.

Penelitian ini bertujuan untuk mengetahui pengaruh *team work* terhadap kinerja pegawai melalui *work engagement* sebagai variabel mediasi. Populasi dalam penelitian ini adalah keseluruhan pegawai Dinas Sosial Kota Ternate sebanyak 76 pegawai dan juga dijadikan sebagai sampel penelitian. Data yang digunakan bersumber dari penyebaran kuesioner. Teknik analisis data yang digunakan adalah *Structural Equation Modeling* (SEM) dengan menggunakan *Partial Least Square* (PLS) sebagai alat uji statistik. Hasil penelitian ini menunjukkan *team work* berpengaruh positif dan signifikan terhadap kinerja pegawai, *work engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai, *team work* berpengaruh positif dan signifikan terhadap *work engagement*, *work engagement* mampu memediasi pengaruh *team work* terhadap kinerja pegawai.

Kata Kunci: *Team Work*, Kinerja Pegawai, *Work Engagement*

ABSTRACT

Cici Ariyanti Lukman, 2024. *The Influence of Team work on Employee Performance with Work Engagement as a Mediating Variable (Study at the Ternate City Social Service).* Advisor: Rahmat Sabuhari, Co-advisor: Marwan Man Soleman.

This research aims to determine the effect of team work on employee performance through work engagement as a mediating variable. The population in this study was all 76 employees of the Ternate City Social Service and were also used as research samples. The data used comes from distributing questionnaires. The data analysis technique used is Structural Equation Modeling (SEM) using Partial Least Square (PLS) as a statistical test tool. The results of this research show that team work has a positive and significant effect on employee performance, work engagement has a positive and significant effect on employee performance, team work has a positive and significant effect on work engagement, work engagement is able to mediate the effect of team work on employee performance.

Keywords: Team Work; Employee Performance; Work Engagement