

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh kompensasi dan benefit terhadap kinerja karyawan dengan *employee engagement* sebagai variabel mediasi pada PT PLN (Persero) ULP Bojonegoro. Penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan data melalui penyebaran kuesioner kepada karyawan PT PLN (Persero) ULP Bojonegoro. Data yang diperoleh selanjutnya dianalisis menggunakan metode *Partial Least Squares Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa kompensasi dan *benefit* berpengaruh positif dan signifikan terhadap kinerja karyawan. Selain itu, kompensasi dan *benefit* juga terbukti berpengaruh positif dan signifikan terhadap *employee engagement*. *Employee engagement* selanjutnya berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil penelitian juga membuktikan bahwa *employee engagement* mampu memediasi pengaruh kompensasi terhadap kinerja karyawan serta memediasi pengaruh benefit terhadap kinerja karyawan. Temuan ini menunjukkan bahwa peningkatan kinerja karyawan tidak hanya dapat dilakukan melalui pemberian kompensasi dan *benefit* yang memadai, tetapi juga melalui penguatan *employee engagement* sebagai faktor yang mampu meningkatkan keterikatan dan kontribusi karyawan terhadap organisasi. Temuan penelitian ini diharapkan dapat menjadi bahan pertimbangan bagi perusahaan dalam merumuskan kebijakan pengelolaan sumber daya manusia guna meningkatkan kinerja karyawan secara berkelanjutan.

Kata Kunci: Kompensasi, *Benefit*, *Employee Engagement*, Kinerja Karyawan.

ABSTRACT

This study aims to analyze the effect of compensation and benefits on employee performance, with employee engagement serving as a mediating variable at PT PLN (Persero) ULP Bojonegoro. This research employed a quantitative approach by collecting data through questionnaires distributed to employees of PT PLN (Persero) ULP Bojonegoro. The collected data were analyzed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method. The results indicate that compensation and benefits have a positive and significant effect on employee performance. In addition, compensation and benefits were also found to have a positive and significant effect on employee engagement. Furthermore, employee engagement has a positive and significant effect on employee performance. The findings also reveal that employee engagement mediates the relationship between compensation and employee performance, as well as the relationship between benefits and employee performance. These results suggest that improving employee performance can be achieved not only through the provision of adequate compensation and benefits but also through strengthening employee engagement, which enhances employees' attachment to and contribution toward the organization. The findings of this study are expected to provide valuable insights for organizations in formulating human resource management policies aimed at improving employee performance in a sustainable manner.

Keywords: Compensation, Benefits, Employee Engagement, Employee Performance