

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *employee empowerment* dan *job satisfaction* terhadap *employee performance* dengan *employee engagement* sebagai variabel mediasi pada UMKM makanan ringan keripik usus di Kabupaten Mojokerto. Penelitian ini dilatarbelakangi oleh masih rendahnya penerapan manajemen sumber daya manusia pada sektor UMKM yang berdampak pada kurang optimalnya kinerja karyawan. Penelitian menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori. Teknik pengambilan sampel menggunakan purposive sampling dengan jumlah responden sebanyak 100 karyawan UMKM keripik usus. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan metode *Partial Least Squares-Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa *employee empowerment* dan *job satisfaction* berpengaruh positif dan signifikan terhadap *employee performance*. Selain itu, *employee empowerment* dan *job satisfaction* juga berpengaruh positif dan signifikan terhadap *employee engagement*. Selanjutnya, *employee engagement* terbukti berpengaruh positif dan signifikan terhadap *employee performance* serta mampu memediasi pengaruh *employee empowerment* dan *job satisfaction* terhadap *employee performance*. Temuan ini menunjukkan bahwa peningkatan kinerja karyawan pada UMKM tidak hanya dipengaruhi oleh faktor langsung, tetapi juga oleh keterlibatan karyawan secara psikologis dalam pekerjaan. Penelitian ini diharapkan dapat memberikan kontribusi teoritis dan praktis dalam pengembangan manajemen sumber daya manusia pada sektor UMKM.

Kata kunci: *employee empowerment, job satisfaction, employee engagement, employee performance, UMKM.*

ABSTRACT

This study aims to analyze the effect of *employee empowerment* and *job satisfaction* on *employee performance* with *employee engagement* as a mediating variable in intestine chips food SMEs in Mojokerto Regency. This research is motivated by the low implementation of human resource management practices in SMEs, which affects employee performance. This study employed a quantitative approach with an explanatory research design. The sampling technique used was purposive sampling with 100 employees of intestine chips SMEs as respondents. Data were collected through questionnaires and analyzed using the *Partial Least Squares-Structural Equation Modeling* (PLS-SEM) method. The results showed that *employee empowerment* and *job satisfaction* had a positive and significant effect on *employee performance*. In addition, *employee empowerment* and *job satisfaction* also had a positive and significant effect on *employee engagement*. Furthermore, *employee engagement* was proven to have a positive and significant effect on *employee performance* and mediated the relationship between *employee empowerment* and *job satisfaction* on *employee performance*. These findings indicate that improving employee performance in SMEs is not only influenced by direct factors but also by employees' psychological involvement in their work. This study is expected to provide theoretical and practical contributions to the development of human resource management in the SME sector.

Keywords: *employee empowerment, job satisfaction, employee engagement, employee performance, SMEs.*