

## ABSTRAK

Penelitian ini ditunjukkan guna melihat pengaruh motivasi kerja, employee engagement, budaya organisasi terhadap kinerja pegawai PT Tiki Jalur Nugraha Ekakurir, Kab.Semarang. Obyek dari peneliti tersebut keseluruhan pegawai PT Tiki Jalur Nugraha Ekakurir, Kab.Semarang, memiliki sebanyak 65 pekerja. Teknik mengambilkan sampel didalam penelitian tersebut memakai *sensus* atau mengambilkan sampel *jenuh*. mengambilkan data primer memakai adalah metode kuesioner ataupun data analisis memakai gaya regresi linear berganda. Memperoleh penelitian bahwa motivasi kerja terpengaruh signifikan terhadap kinerja pegawai sebesar 0,606 dan tingkat signifikannya  $0,000 < 0,05$ , employee engagement tak terpengaruh terhadap kinerja pegawai sebesar - 0,180 dan tingkat signifikannya  $0,160 > 0,05$ , budaya organisasi terpengaruh signifikan terhadap kinerja pegawai sebesar 0,282 dan tingkat signifikannya  $0,019 < 0,05$ .

Kata Kunci: Motivasi Kerja, Employee Engagement, Budaya Organisasi, Kinerja karyawan.

## ABSTRACT

*This study was shown to see the effect of work motivation, employee engagement, organizational culture on the performance of employees of PT Tiki Jalur Nugraha Ekakurir, Semarang District. The object of the researcher is all employees of PT Tiki Jalur Nugraha Ekakurir, Kab.Semarang. Has as many as 65 workers. The technique of taking samples in this study is using sensu or taking saturated samples. Take primary data using a questionnaire method or data analysis using multiple linear regression. Obtained research that work motivation is significantly affected by employee performance by 0,606 and a significant level of  $0,000 < 0,05$ , employee engagement is not affected by employee performance at -0,180 and the significant level is  $0,160 > 0,05$ , organizational culture is significantly affected by employee performance by 0,282 and the significance level is  $0,019 < 0,05$ .*

*Keyword : Motivation, Employee Engagement, Organizational, Employee Performance.*