ABSTRACT

Muhammad Syafri, NPM: 71220312122, The Influence of Work Engagement and Incentives on Employee Performance at PT. Pelindo Jasa Maritim. Supervised by Syafrizal, S.E., M.M. as Supervisor I and Tri Kartika Yudha, S.E., M.M as Supervisor II, Thesis-2026.

The purpose of this study is to determine and analyze the effect of work engagement and incentives on employee performance at PT. Pelindo Jasa Maritim. This research is a quantitative descriptive study. Data collection techniques were conducted through interviews, questionnaires, and documentation studies. The sample in this study was 81 employees. Variables were measured using a Likert scale. Hypothesis testing used multiple linear regression analysis through the F test and t test.

The results of the study indicate that partially, work engagement has a positive and significant effect on the performance of PT. Pelindo Jasa Maritim employees. Incentives have a positive and significant effect on the performance of PT. Pelindo Jasa Maritim employees. Simultaneously, work engagement and incentives have a positive and significant effect on the performance of PT. Pelindo Jasa Maritim employees. Work engagement is the most dominant variable influencing the performance employees at PT. Pelindo Jasa Maritim in Sumatera I Area.

Keywords: Work Engagement, Incentives, Employee Performance

ABSTRAK

Muhammad Syafri, NPM: 71220312122, Pengaruh Work Engagement Dan Insentif Terhadap Kinerja Pegawai PT. Pelindo Jasa Maritim. Dibimbing oleh Syafrizal, S.E., M.M sebagai Pembimbing I dan Tri Kartika Yudha, S.E., M.M sebagai Pembimbing II, Skripsi-2026.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis work engagement dan insentif terhadap kinerja pegawai PT. Pelindo Jasa Maritim. Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (*questionaire*) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 81 orang pegawai. Variabel diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t.
Hasil penelitian menunjukkan bahwa secara parsial, work engagement berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Pelindo Jasa Maritim. Insentif berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Pelindo Jasa Maritim. Secara simultan, work engagement dan insentif berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Pelindo Jasa Maritim. Work engagement merupakan variabel yang paling dominan mempengaruhi kinerja pegawai PT. Pelindo Jasa Maritim Area Sumatera I.

Kata kunci : work engagement, insentif dan kinerja pegawai