

The Influence Of The Work Environment And Career Development On Employee Performance Mediated By Employee Engagement

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Abstract

This research aims to investigate the influence of the work environment and career development on employee performance mediated by employee engagement. The study uses a quantitative approach with a questionnaire as the research instrument. The sample consists of 130 respondents, selected through random sampling from a total population of 175 employees working at Perusahaan Daerah Air Minum Tirta Moedal Kota Semarang. Data were analyzed using Structural Equation Modeling (SEM) with Smart PLS 4 software. The data have met validity and reliability tests, indicating that the results are suitable for hypothesis testing. The findings are as follows: (1) The work environment variable does not affect the performance of PDAM Kota Semarang employees (2) The career development variable has a positive and significant impact on the performance of PDAM Kota Semarang employees (3) The employee engagement variable has a positive and significant impact on the performance of PDAM Kota Semarang employees (4) The work environment variable has a positive and significant effect on employee engagement at PDAM Kota Semarang (5) The career development variable has a positive and significant effect on employee engagement at PDAM Kota Semarang (6) The work environment variable has a positive and significant effect on employee performance at PDAM Kota Semarang, through employee engagement as a mediating variable (7) The career development variable has a positive and significant effect on employee performance at PDAM Kota Semarang through employee engagement as a mediating variable.

Keywords: Work Environment, Career Development, Employee Performance, Employee Engagement.