

ABSTRAK

Penelitian ini bertujuan untuk meneliti pengaruh teknologi informasi, stres kerja dan kompensasi finansial terhadap kinerja karyawan melalui *employee engagement* sebagai *variable intervening*. Sampel dalam penelitian ini terdiri dari 109 responden yang merupakan karyawan tetap PT X. Metode analisis yang digunakan adalah *Structural Equation Modelling* (SEM).

Hasil dari penelitian ini menunjukkan hasil adanya pengaruh positif antara teknologi informasi dan kinerja karyawan. Stres kerja tidak berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Kompensasi finansial terbukti tidak berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Teknologi informasi terbukti tidak berpengaruh positif dan signifikan terhadap *employee engagement*. Stres kerja terbukti tidak berpengaruh positif dan signifikan terhadap *employee engagement*. Kompensasi finansial berpengaruh positif namun tidak signifikan terhadap *employee engagement*. *Employee engagement* memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Teknologi informasi tidak berpengaruh signifikan terhadap kinerja karyawan melalui *employee engagement*. Stres kerja tidak berpengaruh signifikan terhadap kinerja karyawan melalui *employee engagement*. Kompensasi finansial berpengaruh positif terhadap kinerja karyawan melalui *employee engagement*.

Kata Kunci : Teknologi Informasi, Stres Kerja, Kompensasi Finansial, Kinerja Karyawan, *Employee Engagement*.

ABSTRACT

This study aims to examine the effect of information technology, job stress and financial compensation on employee performance through employee engagement as an intervening variable. The sample in this study consisted of 109 respondents who were permanent employees of PT X. The method of analysis used was Structural Equation Modeling (SEM).

The results of this study indicate the results of a positive influence between information technology and employee performance. Job stress has no positive and insignificant effect on employee performance. Financial compensation is proven to have no positive and insignificant effect on employee performance. Information technology is proven to have no positive and significant effect on employee engagement. Work stress was proven to have no positive and significant effect on employee engagement. Financial compensation has a positive but insignificant effect on employee engagement. Employee engagement has a positive and significant impact on employee performance. Information technology has no significant effect on employee performance through employee engagement. Job stress has no significant effect on employee performance through employee engagement. Financial compensation has a positive effect on employee performance through employee engagement.

Keywords: Information Technology, Job Stress, Financial Compensation, Employee Performance, Employee Engagement.