

RINGKASAN

Penelitian ini merupakan penelitian kuantitatif. Penelitian ini berjudul: “Analisis Pengaruh *Workplace Friendship* dan *Workplace Well Being* terhadap *Employee Performance* yang dimediasi oleh *Employee Engagement* studi pada pegawai profesional non PNS di Universitas Jenderal Soedirman.”

Dengan adanya peran pegawai profesional non PNS yang vital bagi Unsoed, Unsoed menerapkan aturan untuk pegawai profesional non PNS yang sama dengan PNS. Namun terkait peraturan yang ada, terdapat perbedaan pada kebijakan gaji, tunjangan, dan kompensasi lainnya. Meskipun terdapat perbedaan pada kebijakan gaji, tunjangan dan kompensasi, namun dapat dilihat bahwa saat ini hampir sebagian besar pegawai profesional non PNS tetap tinggal (*stay*) dan menunjukkan kinerja (*employee performance*) yang sama baiknya dengan para PNS terhadap institusi. Pra penelitian dilakukan dengan mengumpulkan beberapa informasi seputar topik yang potensial melalui observasi dan wawancara dengan beberapa pegawai dan pimpinan. Hasil pra penelitian menunjukkan bahwa terdapat beberapa alasan yang menjadi sebab pegawai tetap tinggal (*stay*) dan menunjukkan kinerja baik terhadap Unsoed, antara lain karena adanya faktor persahabatan di tempat kerja (*workplace friendship*).

Penelitian ini bertujuan untuk mengetahui pengaruh *workplace friendship* terhadap *employee engagement*, untuk mengetahui pengaruh *workplace well being* terhadap *employee engagement*, untuk mengetahui pengaruh *workplace friendship* terhadap *employee performance* yang dimediasi oleh *employee engagement*, untuk mengetahui pengaruh *workplace well being* terhadap *employee performance* yang dimediasi oleh *employee engagement* pegawai profesional non PNS di Universitas Jenderal Soedirman.

Data yang diperoleh merupakan data primer dari kuesioner yang dibagikan kepada 110 pegawai profesional non PNS di Unsoed. Kuesioner yang digunakan sebanyak 105 kuesioner. Data hasil penelitian kemudian dianalisis menggunakan SPSS. Hasil analisis menunjukkan bahwa *workplace friendship* berpengaruh positif dan signifikan terhadap *employee engagement*, *workplace well being* berpengaruh positif dan signifikan terhadap *employee engagement*, *employee engagement* memediasi pengaruh *workplace friendship* terhadap *employee performance*, *employee engagement* memediasi pengaruh *workplace well being* terhadap *employee performance* pada pegawai profesional non PNS Universitas Jenderal Soedirman.

Kata kunci : *workplace friendship*, *workplace well being*, *employee engagement*, *employee performance*

SUMMARY

This research is a quantitative research. This study entitled: "Analysis of the Effect of Workplace Friendship and Workplace Well Being on Employee Performance mediated by Employee Engagement studies on non-civil servant professional employees at Jenderal Soedirman University."

With the vital role of non-PNS professional employees for Unsoed, Unsoed applies the same rules for non-PNS professional employees as for PNS. However, related to existing regulations, there are differences in salary, allowances and other compensation policies. Although there are differences in salary, allowances and compensation policies, it can be seen that currently most of the non-PNS professional employees stay and show as good an employee performance as the civil servants towards the institution. The pre-research was carried out by gathering some information about potential topics through observation and interviews with several employees and leaders. The results of the pre-research show that there are several reasons why employees stay and show good performance towards Unsoed, among others, because of the factor of friendship at work (workplace friendship).

This study aims to determine the effect of workplace friendship on employee engagement, to determine the effect of workplace well being on employee engagement, to determine the effect of workplace friendship on employee performance mediated by employee engagement, to determine the effect of workplace well being on employee performance mediated by employee engagement. non civil servant professional employees at Jenderal Soedirman University.

The data obtained are primary data from questionnaires distributed to 110 non-PNS professional employees at Unsoed. The number of questionnaires used is 105 questionnaires. The research data were analyzed using SPSS. The results of the analysis show that workplace friendship has a positive and significant effect on employee engagement, workplace well being has a positive and significant effect on employee engagement, employee engagement mediates the effect of workplace friendship on employee performance, employee engagement mediates the effect of workplace well being on employee performance on non-PNS professional employees. Jenderal Soedirman University.

Keywords: *workplace friendship, workplace well being, employee engagement, employee performance*