

## ABSTRAK

Tesis ini berjudul **“Pengaruh Kerjasama dan *Work engagement* Terhadap Kinerja Pegawai (Studi pada Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap), Budi Kuspriyatno, NIM: 82302223003.** Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap Tahun 2020, 2021 dan 2022 dalam pencapaian Sasaran Strategis mengalami penurunan, hal tersebut mengindikasikan bahwa kinerja pegawai di Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap masih rendah serta besarnya pekerjaan rumah yang harus diselesaikan terkait dengan peningkatan kerja yang mampu mendayagunakan potensi sumber daya manusia yang dimiliki oleh Pegawai guna tercapainya tujuan organisasi. Penelitian ini bertujuan 1). Untuk mengetahui Pengaruh Kerjasama Terhadap Kinerja Pegawai. 2).

Untuk mengetahui Pengaruh *Work Engagement* Terhadap Kinerja Pegawai. 3). Untuk mengetahui Pengaruh Kerjasama dan *Work Engagement* Terhadap Kinerja Pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Cilacap. Dalam penelitian ini, penulis menggunakan metode kuantitatif dengan pendekatan penelitian deskriptif, karena adanya variabel-variabel yang akan ditelaah hubungannya serta tujuannya untuk menyajikan gambaran secara terstruktur, faktual, mengenai fakta-fakta hubungannya antara variabel yang diteliti. Hasil penelitan menunjukkan bahwa Kerjasama berpengaruh terhadap kinerja Pegawai, *Work Engagement* berpengaruh terhadap kinerja Pegawai, serta Kerjasama dan *Work Engagement* berpengaruh terhadap kinerja Pegawai. Artinya semakin baik Kerjasama dan *Work Engagement*, maka kinerja pegawai juga akan semakin meningkat, begitu pula sebaliknya.

**Kata kunci: Kerjasama, *Work Engagement*, Kinerja Pegawai.**

## **ABSTRACT**

*This thesis is entitled "The Effect of Collaboration and Work Engagement on Employee Performance (Study at the Cilacap Regency Education and Culture Service), Budi Kuspriyatno, NIM: 82302223003. The Cilacap Regency Education and Culture Office in 2020, 2021 and 2022 in achieving Strategic Targets has experienced a decline, p. This indicates that the performance of employees at the Cilacap Regency Education and Culture Service is still low and the amount of homework that must be completed is related to increasing work that is able to utilize the potential of human resources possessed by employees to achieve organizational goals. This research aims 1). To determine the effect of collaboration on employee performance. 2). To find out the effect of work engagement on employee performance. 3). To determine the influence of cooperation and work engagement on the performance of Cilacap Regency Education and Culture Service employees. In this research, the author uses quantitative methods with a descriptive research approach, because there are variables whose relationships will be studied and the aim is to present a structured, factual picture regarding the facts of the relationship between the variables studied. The research results show that Collaboration influences employee performance, Work Engagement influences employee performance, and Cooperation and Work Engagement influence employee performance. This means that the better the cooperation and work engagement, the employee performance will also increase, and vice versa.*

**Keywords: Collaboration, Work Engagement, Employee Performance.**