

**Judul** : **Peran *Employee Engagement* Memediasi  
Kepemimpinan Digital dan Dukungan Organisasi  
Terhadap Kinerja Karyawan di Siloam Hospitals Bali**

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### **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan digital dan dukungan organisasi terhadap kinerja karyawan yang dimediasi *employee engagement* pada karyawan Siloam Hospitals Bali.

Metode penelitian ini menggunakan pendekatan kuantitatif. Sampel dalam penelitian ini adalah karyawan Siloam Hospitals Bali yang berjumlah 84 orang. Teknik pengumpulan data menggunakan kuesioner, wawancara, dokumentasi dan observasi. Teknik analisis yang digunakan untuk menjawab hipotesis adalah analisis deskriptif kuantitatif dan Partial Least Square (PLS) dengan model persamaan Structural Equation Modeling (SEM).

Hasil penelitian menunjukkan bahwa 1) kepemimpinan digital tidak berpengaruh terhadap *employee engagement*, 2) kepemimpinan digital tidak berpengaruh terhadap kinerja karyawan, 3) dukungan organisasi berpengaruh positif dan signifikan terhadap *employee engagement*, 4) dukungan organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, 5) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan, 6) *employee engagement* tidak mampu memediasi pengaruh kepemimpinan digital terhadap kinerja karyawan, 7) *employee engagement* dapat memediasi pengaruh dukungan organisasi terhadap kinerja karyawan.

**Kata Kunci:** Kinerja karyawan, *employee engagement*, kepemimpinan digital, dukungan organisasi

**Title** : *The Employee Engagement Role in Mediating Digital Leadership and Organizational Support on Employee Performance at Siloam Hospitals Bali*  
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### ***ABSTRACT***

*This study aims to determine the effect of digital leadership and organizational support on employee performance, as mediated by employee engagement among Siloam Hospitals Bali employees.*

*This research method uses a quantitative approach. The sample for this study consisted of 84 Siloam Hospitals Bali employees. It used questionnaires, interviews, documentation, and observation as data collection techniques. Quantitative descriptive analysis is the analysis technique used to answer the hypothesis, and partial least squares (PLS) with the structural equation modeling (SEM) equation model is used to answer the hypothesis.*

*The results showed that 1) digital leadership has no effect on employee performance, 2) digital leadership has no effect on employee engagement, 3) organizational support has a positive and significant effect on employee performance, 4) organizational support has a positive and significant effect on employee engagement, 5) employee engagement has a positive and significant effect on employee performance, 6) employee engagement is unable to mediate the effect of digital leadership on employee performance, and 7) employee engagement can mediate the effect of organizational support on employee performance.*

**Keywords:** *employee performance, employee engagement, digital leadership, organizational support.*