Abstrak

Based on research conducted by AON in 2013 in Asia Pacific region, including Indonesia, employee engagement level overall and based on the perception of working experience decreased slightly. This research aims to analyze how much antecedents as determining factor of employee engagement level, to find out significant factors of antecedents that affect employee engagement level, to find out the contribution of each factors in affecting employee engagement level in NET.

This research is descriptive analysis with factor analysis technique. Analysis factor in this research is exploratory. This research discusses about employee engagement. Variable in this research is job characteristics, organizational and supervisor support were received, recognition and awards, procedural and distributive justice. Population in this research is employees in production division in NET with a sample of 71 employees. The sampling technique in this research is a non-probability sampling technique with purposive sampling.

Employee engagement level of employees in production division in NET of 77.03% that score is included to engaged category. In this research, there are eight factors that interpret of factor analysis. Job characteristics factors contributing of 32.686%, recognition factors contributing of 10.600%, organizational support factors contributing of 6.947%, reward factors contributing of 5.453%, procedural justice factors contributing of 5,046%, distributive justice factors contributing of 4,516%, involvement in work factors contributing of 4,110%, and accurate information factors contributing of 3.597%.

Keywords : *Job characteristics, Perceived organizational and supervisor support, Rewards and recognition, procedural and distributive justice*