ABSTRACT

Employee engagement is a form of employee loyalty to the company. This research was conducted at PT XYZ. There is an indication that there is a strong level of employee engagement in production employee. Therefore, the aim of this study is to determine employee engagement factors for PT XYZ production employee.

This study using theory about employee engagement), there are 12 factors to be combined and adjusted to become nine factor, consisting of company practices, perceived organizational support, the work, appreciation, team work, leadership, brand, performance, the basic. Type of thus research is descriptive quantitative research. The research respondents were 45 PT XYZ production employee by sampling using Simple Random Sampling method and factor analysis using SPSS Version 24.

The results showed that the employee engagement level of production employee are in strong category by 79,54%. The driving variable of the high level of employee engagement of PT XYZ production employee is perceived organizational support. From the calculation, find two new factors, namely Supportive Engagement Factor with the biggest contribution variable is performance, and Affective Engagement Factor with the biggest contribution variable is company practices.

Keyword *: Factor Analysis, Employee Engagement, Supportive Engagement, Affective Engagement.*