

ABSTRACT

Employee performance is a major factor for the company in achieving company goals. There are several factors that affect the performance improvement of employees, one of them is employee engagement. The purpose of this research is to find out how high employee engagement factors, how high employee performance, and the influence factors of employee engagement towards employee performance in Kantor Distribusi PT Perusahaan Listrik Negara (Persero) Distribusi Jawa Barat.

This research used employee performance theory by Bernardin and Russel, also theory of employee engagement by Sirota. Sirota said that creating a high performance organization isn't easy. Strategies and objectives must be clear. Leaders, managers, and employees must be on the same page. Systems and processes must be integrated and coordinated. And the entire workforce needs to be inspired, engaged, and working together toward a common goal.

This research is quantitative. By using Slovin, its analysis unit was 143 employees. Data is collected using a questionnaire containing 55 items. Analysis techniques using path analysis and calculated data using IBM SPSS Version 23 for Windows.

Descriptive analysis shows that employee engagement factors are included in the high categories, where leadership is 75,66%, achievement 76,88%, camaraderie of 78,67%, equity 77,16%, and employee performance 76,92%. The score of leadership t_{hitung} (1.306) < t_{tabel} (1,960), so trimming method is done by removed it. After counting back, simultaneous achievement, camaraderie, and equity had a significant influence of 71,7% on performance of employees. Partially achievement had a significant influence of 51,20%, camaraderie 18,90%, and equity 23,10%.

The conclusion, achievement, equity, and camaraderie has significant influence towards employee performances, while leadership is not significant influence towards employee performance.

Keywords: *employee engagement, employee performance, Sirota*