

ABSTRACT

Human resources have a very important role in a company, because the competition in Indonesia in the work is very tight every year. By managing good human resources can drive company performance. A relatively good company has realized to implement employee engagement as an employee appraisal. Employee engagement as one of the factors to get high loyalty so that impact on good performance in a company. PT Telekomunikasi Indonesia Witel Bandung has applied employee engagement to its employee. From 2014 to 2016 the index of employee engagement always increase. This indicates that employee engagement in PT Telekomunikasi Indonesia Witel Bandung has a strong engagement. But in practice not all employee have a high level of engagement, there are issues that need to be reviewed more deeply.

This study aims to find out how employee engagement and employee performance in PT Telekomunikasi Indonesia Witel Bandung, and know how much influence employee engagement in PT Telekomunikasi Indonesia Witel Bandung.

The research method use is quantitative method. This research is descriptive and causal research. Data was collected through questionnaires distributed to employees of PT Telekomunikasi Indonesia Witel Bandung 119 employees. Sampling technique using probability sampling with simple random sampling method and 5% sampling error and using likert scale. Data analysis technique using descriptive analysis, simple linear regression analysis, hypothesis testing using T test, and coefficient of determination.

Based on the results of data processing, it was found that employee engagement has a positive and significant effect on employee performance. In the results of hypothesis testing can be concluded that employee engagement variable significant effect on employee engagement performance $t_{hitung} (7,836) > t_{table} (1,661)$. On the test results coefficient of determination obtained 0,344. This shows employee engagement effect on employee performance of 34,4% while the rest of 65,6% influenced by other variables.

Based on research results, to improve employee performance of PT Telekomunikasi Indonesia Witel Bandung. Should see the employee engagement aspect because employee can have a high spirit and energy in working and have meaning and purpose in the work done.

Keywords: Employee Engagement, Employee Performance