

ABSTRACT

Employee performance is one of the important factors to the success of a company. There are several factors that affect the performance improvement of employees, one of them is employee engagement. The purpose of this research is to describe about employee engagement and employee performance in PT. Pins Indonesia and to analyze the influence of employee engagement that consist of satisfaction, comitment, and advocacy on employee performance in PT. Pins Indonesia. Sample in this research are 176 employees of PT PINS Indonesia in Jakarta with permanent contract. The data is collected using questionnaire with 46 items related to employee engagement and employee performance. The analysis technique is Path analysis.

Descriptive analysis showed that the percentage employee engagement is high, which the level of satisfaction is 78.42%, the level of comitment is 75.43%, the level of advocacy is 71.02% and the percentage employee performance is also high at 76.61%. The result of path analysis, employee engagement that consist of satisfaction, comitment and advocacy have simultaneously significant influence of 93,19 % on employee performance in PT PINS Indonesia. Partially, the satisfaction has significant influence at 38,40% , the comitment has significant influence at 26,80% and the advocacy has significant influence at 35,40%.

Keywords: *employee engagement, employee performance.*

