

## **ABSTRACT**

Organized employee engagement will have an impact on both the company and employee. Employee engagement that will adversely affect the company's performance which makes performance degradation identify existing problems. Therefore a company must have a good employee engagement value for the development of the company.

This research was conducted at PT Pertamina RU VI Balongan with Employee engagement, Job satisfaction as an independent variable and performance as dependent variable. The purpose of this study is to find out the Employee engagement, Job satisfaction, and performance at PT Pertamina RU VI Balongan. In addition, to determine the effect of employee engagement and job satisfaction on performance at PT Pertamina RU VI Balongan.

The population in this study were employees of PT Pertamina RU VI Balongan. The method applied in this research is a quantitative method with descriptive research and using probability sampling with simple random sampling method. Data analysis in this study through descriptive statistical analysis, normality test, multicollinearity test, heterocedasticity test, multiple regression analysis, coefficient determination, hypotesis test, T test and F test.

Based on the results of data analysis test with 91 respondents from PT. Pertamina Refinery Unit VI Balongan, it can be concluded that employee engagement and job satisfaction have a significant effect on performance of 15.9%.

The results of this study are expected to provide input to PT Pertamina Refinery Unit VI Balongan to increase Employee engagement and Job satisfaction as well as holding job evaluations to improve performance.

**Keywords:** PT Pertamina RU VI Balongan employees, Employee engagement, Job satisfaction, Performance.