

## ABSTRACT

*Human Resources is a very important factor in an organization. performance can be interpreted as work performance. If an employee has a high level of performance then productivity will also be high. At PT Taspen KCU Bandung, the performance of the organization always increases every year, but if it look at the comparison of the performance of each type of work is still uneven. There must be an Employee Engagement which is one of the factors of HR to bring the company to success if it can be managed properly and consistently. employee engagement has several advantages including reducing turnover and reducing absenteeism. Total absences of employees from 2015 to 2017 at PT. Taspen KCU Bandung each has not fulfilled 100% attendance. Then based on interviews conducted that PT Taspen Bandung Main Branch has a low turnover rate and based on interview results it is known that in 2015 to 2017 there were no employees who left the company.*

*The purpose of this study was to analyze the effect of employee engagement on the performance of employees of PT Taspen KCU Bandung. The unit of analysis is a total sample of 51 employees of PT Taspen KCU Bandung.*

*The data collection method was carried out through questionnaires containing 28 valid statements. Technical analysis uses path analysis, and data is calculated using the SPSS 24 Version for Windows program.*

*Descriptive statistical analysis shows that the level of employee engagement is strong, where the level of employee vigor is 87.99%, the level of employee dedication is 84.90%, the absorption rate of employees is 83.57%, and the level of employee performance is 74,94%. The results of calculations using path analysis prove that vigor, dedication, and absorption as independent variables simultaneously have a significant effect of 11,627 on employee performance as the dependent variable. Partially vigor has a significant effect that is -7.12%, dedication of 13.91%, and absorption of 35.86%. The influence of empoloyee engagement on the performance of employees of PT Taspen KCU Bandung was 42.6%.*

*As a follow up of this research, PT Taspen KCU Bandung's human resource management needs to pay more attention in terms of recruiting new employees as well as paying attention to the selection method for recruiting new employees, so the company will get prospective employees who have high levels of employee engagement.*

*Keywords: absorption, dedication, vigor, employee engagement, performance.*