

ABSTRACT

Human resources are one of the key factors for the survival of an organization. For this reason, a mutually beneficial relationship is needed, both for employees and the company. The relationship will have an impact on improving employee performance. Improved performance can be done by giving awards to employees can also be done through improving the relationship between employees and companies known as employee engagement. Although Human Capital Supervisor in his interview stated that the performance of employees at PT. Sanbe Farma Sterile Preparation Plant is good, and the company has given awards as a factor driving performance, but there are still many employees who complain about the amount of salary and bonuses given. Based on the data, there was still a lack of enthusiasm. This illustrates the low employee engagement that is owned by the company.

This study aims to measure how much the benefits of financial and non-financial rewards are based on employee perceptions, how high employee engagement is, and how well the performance of employees at PT. Sanbe Farma Sterile Preparation Plant. This study also aims to determine whether financial and non-financial awards influence partially and simultaneously employee engagement, whether financial and non-financial rewards and employee engagement affect the performance of employees at PT. Sanbe Farma Sterile Preparation Plant partially and simultaneously.

The method used in this research is quantitative, with a causal approach. The sampling technique used was Incidental Sampling by distributing questionnaires with a sample size of 90 respondents which was calculated by the Slovin Formula. The data is processed using the IBM Software (SPSS) Statistics Version 20 for Window. Data is analyzed using path analysis.

Descriptive analysis results show that based on employee perceptions financial and non-financial rewards provide great benefits for employees. The company has a high employee engagement, and based on the company's employees have good employee performance. Based on the results of statistical analysis, financial and non-financial rewards partially and simultaneously affect employee engagement. Financial and non-financial awards and employee engagement affect the performance of employees at PT. Sanbe Farma Sterile Preparation Plant partially and simultaneously.

Based on research results, improving employee performance can be done by giving awards, therefore PT. Sanbe Farma Sterile Preparation Plant is expected to increase the bonus given and improve the work environment. In addition, the company is expected to start providing facilities that can support employee productivity.

Keywords: Employee engagement, Employee Performance, Financial Rewards, Non-Financial Rewards