

ABSTRACT

This research is motivated by problems in the employee performance of the West Kalimantan Regional Main Unit PT (Persero) State Electricity Company. In the last five years, data on the achievement of employee performance has not yet reached the company's targets. The purpose of this study was to determine and analyze the influence of employee engagement toward employee performance at the West Kalimantan Regional Main Unit PT (Persero) State Electricity Company.

This study uses a quantitative method with causal research type. Sampling was conducted with using probability sampling method, with simple random sampling type toward 60 respondents. The data was analyzed descriptively and linear regression analysis.

The results of descriptive analysis show that the level of employee engagement, and employee performance is in the very high category. Based on the regression coefficient, it shows that employee engagement has a positive effect on employee performance at 0,652. Based on the value of T-count (6,647) > T-table (2,00172) and a significance level of 0,000 < 0,005 in the T test results indicate that employee engagement has a significant effect on employee performance. Meanwhile, the coefficient of determination shows that employee engagement was able to explain employee performance at 43,2%. The conclusion of this study, employee engagement has a positive and significant effect toward employee performance at West Kalimantan Regional Main Unit of PT (Persero) State Electricity Company at 43,2%.

Keywords : *Human Resource Management, Employee Engagement, Employee Performance.*