

ABSTRACT

Human resources (HR) have a very important role in an organization or company. Of course by processing good human resources can drive the performance of an organization. Many companies have realized to implement employee engagement, because in value can be one of the practices that have a role to contribute greatly to performance in the organization. The application of organizational culture also has an important role in the running of an organization. Organizational culture is said to determine the effort in achieving performance in the company. In 2017, the level of employee engagement has decreased significantly and from the results of the organizational culture preliminary study, there is one indicator that has not been maximized. So this is very interesting to do research.

This research was conducted at PT. Telkom Indonesia (Graha Merah Putih) Jakarta in the HCBP (Human Capital Business Partner) division. The purpose of this study is to determine the application of employee engagement, organizational culture conditions and performance at the company. And to determine employee engagement and organizational culture on performance in the HCBP (Human Capital Business Partner) division.

The method used in this study is a quantitative method. This research is descriptive and causal research. The population in this study were employees of the HCBP division (Human Capital Business Partner). Data analysis in this study used descriptive statistical analysis, normality test, multicollinearity test, heteroscedasticity test, multiple regression analysis, coefficient of determination, hypothesis test T test and F test.

Based on the results of the test and data analysis, it was concluded that employee engagement had a positive and significant effect partially on performance of 84.4%. And organizational culture has a positive and significant effect partially on performance of 84.4%. In addition, it can be concluded that employee engagement and organizational culture have a significant simultaneous effect on performance.

The results of this study are expected to provide input to improve performance in the division of HCBP (Human Capital Business Partner), namely that companies should provide training for self-development, and employers to always protect and provide appropriate direction to their employees to be motivated and work to achieve targets and destination according to the time specified.

Keywords : *Employee Engagament, Organizational Culture, Employee Performance.*