

ABSTRACT

Start-up company PT. X is an online shopping application company that has many employees. There are several divisions in this company, one of which is the risk division. The results of the data found in the risk division of the start-up company PT. X, that the turnover rate in the division has increased, this is due to employees who are less attached to their work.

The research is intended to answer research questions, how do respondents respond to career development for employees of the risk division of the PT.X start-up company, how do respondents respond to job satisfaction for employees of the risk division of the start-up company PT.X, how do respondents respond to employee engagement with employees of the risk division of the company pioneering PT.X, how the influence of career development and job satisfaction on employee engagement of the risk division of the start-up company PT. X.

This study uses quantitative research methods through a descriptive approach. The number of samples used in this study were all employees of the risk division of the start-up company PT. X which amounted to as many as 80 people. Data collected by using a questionnaire in the form of a list of questions. The data analysis technique used is Path Analysis.

The results of data processing using path analysis show that career development and job satisfaction either partially or simultaneously have a significant effect on employee engagement in the risk division of the start-up company PT. X. The results are shown by the F-count value of 67.271 with a significance value of 0.000. With F-count (67.271) > F-table (3.12) and a significance value of 0.000 < 0.05. In addition, the large contribution of career development and job satisfaction to employee engagement of the risk division employees at the start-up company PT. X is 63.6% and the remaining 36.4% is influenced by other variables not included in this study.

This research is expected to increase Employee Engagement in the risk division of the start-up company PT. X. From the findings, there are also several aspects that can be improved in the company such as career paths, career opportunities, salaries and payroll systems, of course, if these aspects can be optimized, it will increase Employee Engagement in the company.

Keywords: *Career Development, Work Satisfaction, Employee Engagement*