

ABSTRACT

This research was conducted to determine and analyze the effect of employee engagement and organizational culture simultaneously and partially on employee performance at PT. Pegadaian Regional Office X Bandung.

This study uses a quantitative method with a causality descriptive research type. Sampling was carried out using the saturated sample method, with a total of 57 respondents. The data analysis technique used is descriptive analysis and multiple linear regression analysis with the help of the SPSS application.

The results of the descriptive analysis of employee engagement variables are included in the good category with a total percentage of 72.32%, organizational culture variables are included in the good category with a total percentage of 70.13%, and performance variables are also included in the good category with a total percentage of 73.86%.

So it can be concluded that employee engagement and organizational culture have a significant effect on employee performance at Pegadaian Regional Office X Bandung either partially or simultaneously.

Keywords: *Employee engagement, organizational culture, employee performance.*