

ABSTRACT

This research was conducted because of problems regarding Employee Engagement, work motivation, and employee performance. Employees are a very valuable company asset and must be managed well by the company in order to provide optimal contributions. This shows that human resources are the main key that must be considered with all their needs. As the main key, human resources will determine the success of implementing company activities. This research was conducted at PT. Pos Indonesia (Persero). This research consists of three variables, namely Employee Engagement, Work Motivation as an independent variable and Employee Performance as a dependent variable.

The research aims to determine the influence of Employee Engagement and Work Motivation on Employee Performance. The research object is the employees of PT. Pos Indonesia (Persero) with as many respondents. The method used is analysis, with data collection techniques using interviews, questionnaires and observation. The results of this research show that there is a significant influence of Employee Engagement and Work Motivation on Employee Performance.

This research uses quantitative methods. This research uses a probability sampling technique with the type of sampling, namely simple random sampling. The population in this study were all nurses who worked at PT. Pos Indonesia Cilaki Bandung Head Office, totaling 122 respondents. Data processing was carried out using SPSS 26 software. The data analysis techniques used were descriptive analysis, classical assumption testing and multiple linear regression analysis.

The results of this research show that Employee Engagement has a significant influence on employee performance, work motivation has a significant influence, and Employee Engagement and work motivation together have a significant influence on employee performance at PT. Pos Indonesia Head Office Cilaki Bandung.

It is hoped that the results of this research can be used by PT. Pos Indonesia Cilaki Bandung Head Office to optimize employee performance by paying attention to Employee Engagement and work motivation felt by employees. This is so that employees can provide good service to consumers.

Keywords: *Employee Engagement, Work Motivation, Performance*