

ABSTRACT

The rapid development of the times has forced companies to adapt to business changes to remain competitive. Employees, as the company's assets, play a crucial role in determining their future competitiveness through their performance, contributing to organizational achievements. Organizations transformation and employee engagement can influence employee performance, ultimately impacting the company's competitiveness.

This study will be conducted at PT. Dayamitra Telekomunikasi Tbk (Mitratel). The research aims to examine organizations transformation, employee engagement, and employee performance at PT. Dayamitra Telekomunikasi Tbk (Mitratel). Additionally, this study investigates the influence of organizations transformation and employee engagement on employee performance at Mitratel.

This research is quantitative, utilizing questionnaires and literature review as data collection methods. The study employs a probability sampling technique, consisting of 206 permanent employees as a sample from a total target population of 424 employees. This sample is drawn from five (5) directorates within the company. The analytical technique used in this study is Structural Equation Modeling (SEM) - Partial Least Square (PLS).

The results showed that organizational transformation at PT Dayamitra Telekomunikasi Tbk showed positive results with an average score of 861.89 (83.68%), reflecting optimism towards new strategies that drive growth and new opportunities. Employee engagement also shows a very high number with an average score of 865.78 (84.06%), indicating strong motivation and dedication of employees. Based on the correlation results between constructs, it can be concluded that organizational transformation does not have a significant influence while employee engagement has a significant influence on employee performance at PT Dayamitra Telekomunikasi Tbk.

Keywords: *Organization Transformation, Employee Engagement, Employee Performance.*