

## **ABSTRACT**

*Employee performance is one key to the success of a company. As a consulting company, the implementation of work in PT Studio Cilaki Empat Lima Bandung depend on employee performance. To create high performance is not easy, all employees must engage. When an employee is engaged, he is aware of his responsibility in the business goals. But, employee engagement in PT Studio Cilaki Empat Lima indicated low, with the increasing amount of employee turnover. The purpose of this research to find out how high employee engagement that consist of vigor, dedication, and absorption, how high employee performance, and the influence employee engagement that consist of vigor, dedication, and absorption simultaneously and partially on employee performance in PT Studio Cilaki Empat Lima.*

*Schaufeli and Bakker stated that engagement as a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption. As for the employee performance, according to Gomes there are eight dimensions of employee performance including the quantity of work, quality of work, job knowledge, creativeness, cooperation, dependability, initiative, and personal quality.*

*The analysis technique in this research is path analysis using SPSS for Windows version 23. The unit of analysis of this research is a total sampling as many as 73 employees of PT Studio Cilaki Empat Lima Bandung. The data is collected using a questionnaire related to employee engagement by Schaufeli and Bakker containing 17 items and 16 items related to employee performance by Gomes then adjusted to the conditions PT Studio Cilaki Empat Lima Bandung.*

*The result of descriptive analysis showed that the percentage employee engagement is high, which the level of vigor is 75,86%, the level of dedication is 79,86% and the level of absorption is 75,68% and the percentage employee performance is also high at 75,77%. This means that the engagement of employees to their work and the employee performance in PT Studio Cilaki Empat Lima Bandung have been appropriate.*

*The result of path analysis, employee engagement that consist of vigor and dedication have simultaneously significant effect on employee performance in PT Studio Cilaki Empat Lima Bandung at 46,4%. Partially, the vigor has significant effect at 57,6% and the dedication has significant effect at 21,8%, while the absorption is not significant effect on the employee performance.*

**Keywords:** *employee engagement, employee performance.*