

## **ABSTRACT**

*Employee Performance is fundamentally a process of evaluating how well employees perform their jobs when compared to a standard set and then communicate this information to employees. One of the factors that can increase employee performance is employee engagement. With the factor of engaged employees are more passionate, energetic, and eager to exert more efforts in supporting the company's goals.*

*Data analysis technique in this research is path analysis using SPSS for Windows version 23. The sample used in this study as many as 161 employees of PT. Finnet Indonesia. Data were collected using a questionnaire containing 40 statements related to employee engagement and employee performance PT. Finnet Indonesia.*

*Descriptive analysis showed that the overall percentage of employee engagement is high, where the value of the variable satisfaction of 75.5%, amounting to 73.9% commitment variable, the variable advocacy 74.9%, and the percentage of the value of the employee's performance is also quite high at 80.4%. The results of path analysis showed that partial satisfaction not significant effect on the performance of employees, while the commitment of significant effect on the performance of employees is 15.50% and the commitment of a significant effect on the performance of employees is 17.70%. Employee engagement great influence on the performance of employees of PT. Finnet Indonesia amounted to 33.20%.*

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