ABSTRACT

The purpose of this research is to analyze the influence of employee engagement toward employee's job performance. The analytical unit is a total sampling of 75 employees of BJB Cabang Soreang. The data is collected using a questionnaire with 43 questions. The analysis technique is path analysis, and the data is calculated using SPSS Version 20 for Windows.

Descriptive statistical analysis showed that the level of employee engagement is 79,58% considered as strong or high which the level of employee's job satisfaction is 81,86%, and the level of employee's job performance is 81,97%. The results of path analysis proved satisfaction, commitment and advocacy as dependent variables have simultaneously significant effect toward the employee's job performance as independent variable at 80,85%. Partially, satisfaction has significant effect at 36,90%, commitment has significant effect at 30,80% and advocacy has significant effect at 37,40%. Employee engagement has significant effect on the employee's job performance at 92,00%.

The implications of this research, human resources management of BJB Cabang Soreang should maintain the recruitment of new employees and put more attention on the methods of the recruitment of new employees. So the company would get the employee candidates who have high employee engagement.

Keywords: employee engagement, engagement, employee's job performance.