

ABSTRACT

The key to the success of an organization depends on the human resources owned by the company, where human resources become an important part in realizing the goals and vision and mission of the company. one of them is employee engagement and employee performance. Employee performance is influenced by several factors, one of which is employee engagement which is an emotional commitment between employees in the company and its goals.

This research was conducted at PT Pertamina Patra Niaga Region IV Kalimantan with employee engagement as an independent variable and employee performance as the dependent variable. This research was conducted with the aim to find out how the application of employee engagement and employee performance conditions at PT Pertamina Patra Niaga Region IV Kalimantan and how much influence employee engagement on employee performance.

The research method used in this study is a quantitative method with descriptive analysis techniques and simple linear regression analysis using IBM SPSS 21. The data collection method was carried out through questionnaires distributed to 96 employees of PT Pertamina Patra Niaga Region IV Kalimantan randomly with probability sampling technique.

Based on the results of questionnaire data processing distributed to 96 respondents, it can be seen that employee engagement (X) has a positive and significant effect on the performance of employees of PT Pertamina Patra Niaga Region IV. Statistical results show employee engagement has an influence on employee performance with a tcount of X (11,376) > 1,985 table. In the coefficient of determination test shows the effect of employee engagement on employee performance by 57,9% and the remaining 42,1%, influenced by other variables not examined in this study.

The company should form a program that can support employee engagement in the organization. That way, employees can be supported and valued by the company, thereby increasing employee performance better

Keywords : Employee Engagement and Employee Performance, Human Resource Management, Organizational Behaviour.