

## **ABSTRACT**

*Employee performance is a benchmark to assess whether employees achieve targets in achieving organizational goals. Theoretically, many factors affect employee performance. One factor that can affect employee performance is job satisfaction. Satisfaction at work determines high and low levels of performance results. In addition to job satisfaction, employee engagement can also affect employee performance because employees who feel more involved in work and the organization will show good performance results.*

*This research was conducted at PT Industri Telekomunikasi Indonesia (Persero) where employee engagement and job satisfaction are independent variables and employee performance as the dependent variable. This study aims to determine employee engagement, job satisfaction, and employee performance at PT Industri Telekomunikasi Indonesia (Persero) and find out how the influence of employee engagement and job satisfaction on employee performance at PT Industri Telekomunikasi Indonesia (Persero) both partially and simultaneously.*

*In this study, the population is all employees of PT Industri Telekomunikasi Indonesia (Persero). The sampling technique uses stratified random sampling. The data analysis method used is quantitative method through descriptive analysis, classic assumption test, path analysis, and hypothesis testing using the F test and T-test.*

*Based on test results and data analysis, it can be concluded that job satisfaction has a significant effect on employee performance by 13.40%. Employee engagement has a significant effect on employee performance by 5.46%. and data processing results show that job satisfaction and employee engagement significantly influence employee performance by 18.3%.*

*The results of this study are expected to be a consideration for PT Industri Telekomunikasi Indonesia (Persero) to improve the performance of employees who work at the company. Companies should consider the amount of salary following the workload provided. Also, companies must also pay attention to variations in work, comfortable scope of work, and build good communication with the company so that employees do not think of moving to another place.*

*Keywords: Employee Engagement Employee Performance, Job Satisfaction*