

ABSTRACT

Training is a short-term education process that uses systematic and organized procedures where non-managerial employees learn knowledge and technical skills in limited objectives. Compensation is a form of awarding of services given to an employee for the achievement of work performed, both financial and non-financial. (Fahmi, 2016:57). Employee Engagement is an individual's involvement, satisfaction and enthusiasm with the work they do (Robbins, 2009:103).

This research was conducted to know the influence of training and compensation against Employee Engagement employees PPB Karawang PT. WIKA Beton TBK. Aims of this research to know how much training and compensation influence in influencing employee engagement employees PPB Karawang PT. WIKA Beton TBK. In order for management to implement effective training and see how effectively the compensation has been given so far so as to optimize the sense of engagement within employees of the company so that Produce quality concrete.

This research uses quantitative research methods through a descriptive analysis approach. Data collection techniques using questionnaires and literature studies with a total of 236 respondents, sampling techniques using saturated sampling and using multiple linear regression analysis techniques using SPSS ver 21 software As its supporting software.

From the results of data processing, it is known that the training variables have a positive and significant the against employee engagement ppb Karawang PT. Wika Beton TBK. It is evidenced by the variable value training (X1) known T count (10.147) > T table (1.970) or Sig. (0.000) < 0.05. This means that training has a significant effect on employee engagement. While in variable compensation (X2) known T count (5.083) > T table (1.970) or Sig. (0.000) < 0.05. This means that compensation has significant effect on employee engagement. Overall the training and compensation influence on employee engagement amounted to 59.6% and the remaining 40.4% is influenced by other variables outside of this study

Key Words: *Training, Compensation, Employee, Engagement*