

## **ABSTRACT**

*At this time, in general every company has realized that Human Resources (HR) determine the quality of its company. Without having competitive human resources, the company will experience setbacks and eventually be left out due to the inability to face competition. This condition forces the company to always make improvements in the management of its human resources. Employee engagement is an important aspect of corporate HR management, namely the involvement of individuals with satisfaction and enthusiasm for the work they do (Robbins and Judge, in Fauziah 2016: 12).*

*The purpose of this study was to determine how employee engagement and employee performance at PT. XL Axiata Tbk Bandung Branch and how the influence of employee engagement on employee performance at the company.*

*This research was conducted through a quantitative approach with the type of causality descriptive research. The sampling technique used saturated sampling technique because the population used was relatively small, namely 30 employees of PT. XL Axiata Tbk Bandung Branch. The analytical method used is descriptive and simple linear regression.*

*The results of descriptive analysis showed that employee engagement and employee performance at PT. XL Axiata Tbk Bandung Branch are each in good category, with employee engagement interpretation value 77.40% and employee performance with interpretation value 79,3%. Meanwhile, based on the results of the causality analysis showed that there was a significant influence on employee engagement on employee performance at PT. XL Axiata Tbk Bandung Branch which is indicated by the value of  $t$  count  $2,703 \geq t$  table  $2.048$  at a significance value of  $0.012$ , and an influence contribution of  $24.6\%$  which is indicated by the coefficient of determination ( $R$  Square) of  $0.246$ .*

*The conclusion of this study is that employee engagement and employee performance of PT. XL Axiata Tbk Bandung Branch, each in a good category, has a significant effect with the contribution of the employee engagement variable to the employee performance variable by  $24.6\%$ . While the remaining  $75.4\%$  is influenced by other factors which were not examined in this study.*

**Keywords:** *Employee Engagement, Employee Performance, PT. XL Axiata Tbk, Human Resource*