

## **ABSTRACT**

*Human resources can be an important part of the company. Human resources can help companies in global competition. Competition inside and outside the industry involves generation y employees, because generation y dominates the current work environment. In which the y generation dominates employees at BRI Bank in Wonosobo Regency.*

*This research was conducted at BRI Bank in Wonosobo Regency with employee engagement and employee commitment as independent variables and employee performance as the dependent variable. The purpose of this study was to determine employee engagement, employee commitment, and employee performance at BRI Bank in Wonosobo Regency. In addition, to determine the effect of employee engagement and commitment to the performance of generation y employees at BRI Bank in Wonosobo Regency.*

*The population in this study were employees of Bank BRI Wonosobo which were included in Generation Y (ages 18-38 years). The method applied in this study is a quantitative method with the aim of descriptive research. Data analysis in this study through descriptive statistical analysis, normality test, multicollinearity test, heteroscedasticity test, multiple regression analysis, coefficient of determination, hypothesis test T test and F test.*

*Based on the results of the test and data analysis, it can be concluded that employee engagement has a significant effect on employee performance by 39.4%. Employee commitment has a significant effect on employee performance by 39.4%. In addition, it can be concluded also that employee engagement and employee commitment have a significant effect on employee performance.*

*The results of this study are expected to provide input for the BRI Bank Wonosobo Regency. BRI Bank Wonosobo Regency, is expected to improve office interiors to be more attractive, and use more modern technology. BRI Bank in Wonosobo Regency is also expected to hold gatherings and brainstorm with all employees. In addition, according to the characteristics of competent genes for technology, BRI Bank in Wonosobo Regency is expected to be able to advise employees to use reminders applications such as Google Calender, aCalender, and Reminders.*

*Keywords: Employee Engagement, Employee Commitment, Employee Performance*