

## **ABSTRACT**

*Human resources play an important role for an organization. This is because human resources contribute to the company to achieve the desired goals by the company. The company's human resources contribute to the planning, directing, and organizing activities of a company. Organizations need to manage employees well to maintain their performance. Organizations need to pay attention to the sense of attachment and involvement of employees to their company, this is because employees who have a sense of bound and involved with their company will increase productivity and the ability of employees to provide the best for the organization where they work. Employee satisfaction also needs to be managed well by the company. Because employee satisfaction can affect the performance provided by employees.*

*The purpose of this research is to know the level of employee engagement, job satisfaction, and performance in the organization and know the influence of employee engagement and job satisfaction on employee performance at Telkom Regional III West Java. The method used in this study is quantitative method, to present the results of the research using descriptive analysis data analysis techniques and path analysis. The method of data collection in this study is to disseminate questionnaires. The study used a six-point likert scale with a total of 52 research statements. The population in this study is all employees of PT Telkom Indonesia Regional III which amounted to 527 employees and a research sample of 227 employees. The sampling technique used in this study is probability sampling using proportionate stratified random sampling method.*

*The results of this study showed that employee engagement and job satisfaction have a significant positive influence on the performance of Telkom Regional III West Java employees. With a coefficient of determination (R<sup>2</sup>) of 0.364 or 36.4% showed that employee engagement and job satisfaction were shown to have an influence of 36.4% on employee performance and the remaining 63.6% were influenced by other variables not studied in this study.*

**Keywords:** *employee engagement, job satisfaction, employee performance*