

ABSTRACT

PT XYZ is a company engaged in the plantation sector. This company processes, produces, and sells commodities such as tea, rubber, palm oil, quinine and cocoa. This research is based on the problems of employee performance, which aims to determine and test the effect of work engagement on employee performance.

This study uses quantitative methods with descriptive analysis techniques and simple linier regression analysis. The sampling technique used in this study is a non-probability sampling technique with 136 employees as respondents.

The results of the study show that work engagement plays an important role in improving employee performance at PT XYZ. Work engagement has a significant positive effect on employee performance. So it can be concluded that the higher the employee's work engagement, the higher the employee's performance will be.

Key Words: *Work Engagement, Employee Performance*