

ABSTRACT

Employees are individuals employed in an organization or company who have roles and responsibilities in accordance with the type of work and industry in which they work. In performing their assigned tasks, employees are also expected to comply with company policies, work in accordance with established standards of ethics and professionalism, and contribute to the achievement of company goals. This aims to produce employees who have a strong character and are actively involved in the fulfillment of their duties. Factors that can encourage employee performance are in the aspect of employee engagement which includes job satisfaction, motivation and the impact of employee performance that can be felt by coworkers to the company. One form of participation from employee engagement taken as a case study is what happens at CV. Polaris Laser & CNC Surabaya, a company engaged in the creative industry with advertising and interior products. This study aims to determine the effect of job satisfaction, motivation, employee performance on employee engagement. This research was conducted using the Partial Least Square structural equation modeling (PLS-SEM) method to test the correlation between variables. The sampling technique used is using a population of employees who work at CV. Polaris Laser & CNC Surabaya with a total of 39 employees. This study examines the variables of job satisfaction, motivation, employee performance on employee engagement and the relationship between variables. In this study is that the motivation variable (Motivation) has a positive effect on the employee engagement variable (Employee Engagement) with a p-value of 0.000 and on employee performance (Employee Performance) the value of the p-value is 0.005, on the other hand on the job satisfaction variable (Job Satisfaction) has no impact on employee engagement (Employee Engagement) with a p-value of 0.415. Finally, this study also found that the employee engagement variable has a significant effect on employee performance with a p-value of 0.019, which with this value can encourage the CV. Polaris Laser & CNC Surabaya to get optimal results with good performance.

Keywords : employee engagement, job satisfaction, motivation, employee performance.