

ABSTRACT

LINDA EKAWATI. "THE INFLUENCE OF JOB PERFORMANCE TOWARDS WORK ENGAGEMENT (CASE STUDY ON EMPLOYEES PT.X)"

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This study aims to investigate the influence of employee performance to work engagement on employees PT.X. Performance is the result of patterns of action that refers to the way that worked by the employee in performing her job in order to achieve organizational goals. The performance is divided into four dimensions that is focused task dimension, trait focused, competency focused, and goal focused. Work engagement is a positive, fulfilling, work related state of mind that is characterized by vigor, dedication, and absorption. The participants in this study are all operators in the company aged 17-45 years (N = 70) and has worked at least 6 months. From the analysis, it was found that the effect on performance to work engagement with the R^2 that is equal to 0.436. Regression test results showed that from the four dimensions of performance only task dimensions that influence the work engagement with $t = 3.000$, $p < 0.01$. Intervention programs is to provide communication program with the concept of quality circles.

Keywords: Performance, Work engagement.

References: 45 (1963 -2010)