

**The Rules Perceptions' Role to Performance With Work Engagement as a
Mediator
(The Research of Government Goods / Services Employee)**

Umi Nurnaeni

Rostiana

Tarumanagara University

Abstract

The purpose of this research is to prove the role of work engagement to the relationships between perception of the rules with goods and services employees' performance. Here, performance is defined as an action that is consciously done by employees that is a form of an effort to reach the organization's main goals. Performance consist of four dimensions. They are; task performance, contextual performance, adaptive performance, and contraproductive work behavior. Perceptions on rules is a process where someone organize and interpret to conceive and knowing the clarity of the rules and the guidances on their organization. Attachment work is where employees can make a full commitment with their job. The research is done by quantitative method with three measurement, they are: performance, Perceptions of the rules, and work engagement. The participants who follow the research are 179 persons, who is chosen with insidental sampling method accordant to characteristics that has been set. The result of this research shows that work engagement play a role as a partial mediator towards relationship of perception of rules with performance

Keywords: performance, perception of rules, work engagement