

## ABSTRACT

This study examined syariate engagement role in improving employee performance. Syariate Engagement anteceden variables is organizational commitment and followership based talent management. While the consequences variables is Knowledge sharing and employee performance.

Research object is Sharia Bank employees in Semarang city. 131 employees samples were processed in this study. Using snowball sampling as the sampling technique and data collection through open and enclosed questionnaires. Partial Least Squares in WarpPLS2.0 program was used as a data analysis technique.

Study result show that organizational commitment play a greater role in improving sharia bank employees performance. Role of syariate engagement is as a mediating variable between organizational commitment to employee performance. Data process result using WarpPLS2.0 shows non linear relationship between syariate engagement and employee performance depicted in S-curve and shows employee performance decrease but improving at a certain point of relationship. Partially syariate engagement, followership based talent management significant and negative influence on employee performance.

Key Words : Organizational Commitment, Followership based talent management, Syariate Engagement, Knowledge Sharing and Employee Performance.