

ABSTRACT

This study aims to analyze the impact of employee engagement and job satisfaction on employee performance. The variables used in this study are employee engagement as an independent variable, employee performance as a dependent variable, and job satisfaction as an intervening variable.

The amounts of samples used in this study were 250 respondents representing PT Bukit Asam employees in site Tanjung Enim. The sampling method used in this study is a probability sampling method with a simple random sampling technique. The method of collecting the data is completed by using online questionnaires.

The research analysis tool used in this study is Partial Least Square (PLS) analysis technique with SmartPLS 4.0 version. The results of this study indicate that employee engagement has a positive and significant effect on employee performance, employee engagement has a positive and significant effect on job satisfaction, and job satisfaction has a positive and significant effect on employee performance as well as job satisfaction mediation effect between Employee engagement has a positive and significant effect on employee performance.

Keywords: Employee engagement, Job Satisfaction, Employee Performance, PT Bukit Asam Tanjung enim site