

ABSTRACT

Performance is an outcome achieved by an individual in accordance with predetermined standards. By improving performance, organizations can aid in achieving both their short-term and long-term goals. The research aims to identify and analyze the effects of competence and emotional intelligence on employee performance through work engagement as an intervening variable.

The data sources for this research comprise primary and secondary data with a sample of 90 employees of PT Ramayana Lestari Sentosa Tbk. Kudus Branch. The data collection method utilized in this study was the distribution of questionnaires. The results of the statistical analysis indicate that competence does not have a significant effect on work engagement and employee performance. Emotional intelligence has a positive and significant effect on work engagement and employee performance. Work engagement does not have a significant effect on employee performance. Additionally, it is found that the work engagement variable cannot mediate the relationship between competence and emotional intelligence on employee performance.

Keywords: *Competence, Emotional Intelligence, Work Engagement, Employee Performance.*