

ABSTRACT

Companies and business organizations today face challenges in creating optimal employee performance amidst the rapid advancements in the business world. Improving company performance requires support from reliable employees to ensure effective operations and competitiveness in the market. PT. MOD Indo Pringapus, operating in the garment industry, is committed to maximizing organizational integration, employee commitment, flexibility, and work quality to drive the company's sustainability and progress.

This study aims to examine the influence of production governance, bonus allocation, employee engagement, and skill enhancement training on employee performance. The respondents of this study are sewing machine operators at PT. MOD Indo Pringapus, with a sample of 120 employees selected using purposive sampling. Data were analyzed using descriptive statistics, classical assumption tests, multiple regression analysis, and hypothesis testing.

The results indicate that production governance, bonus allocation, employee engagement, and skill enhancement training have a positive impact on employee performance, both partially and simultaneously. These findings affirm that effective production governance, strong employee engagement, relevant and high-quality training for skill enhancement, and fair bonus allocation significantly contribute to improving employee performance. Strong managerial support for these four aspects will drive sustainable increases in employee productivity and performance.

Keywords: *Employee Performance, Production Governance, Bonus Allocation, Employee Engagement, Skill Enhancement Training, Garment Industry.*