

ABSTRACT

Work engagement is an emotional bond between an employee and his / her job who is able to give their best performance to get benefits for the organization where they work. This study aims to analyze the factors that affect the increase in employee performance at PT Wijaya Karya Beton Tbk Sales Area IV Semarang, namely the variables of Rewards (X1), Leadership (X2, and Job Engagement (Y1) as intervening variables. which can improve employee performance at PT Wijaya Karya Beton Tbk Sales Area IV Semarang.

The sample of this study amounted to 123 respondents who were distributed by researchers and all of them were able to return. Determination of the sample is carried out by the census method, where members of the population are the sample (Sugiyono, 2012). In this study, the respondents were all permanent employees of PT Wijaya Karya Beton, Tbk in Sales Region IV Semarang, totaling 123 people. The tool used to analyze the data is AMOS 22.00 with the Structural Equation Modeling (SEM) method.

The results showed that overall of the 5 hypotheses in this study were acceptable. The factors that have a significant effect are Rewards (X1) and Leadership (X2) on Work Engagement (Y1) and Employee Performance. And Job Engagement (Y1) has a significant positive effect on Employee Performance (Y2).

Keywords: *Rewards, Leadership, Employment Engagement and Employee Performance.*