

ABSTRACT

The purpose of this study was to examine and analyze the effect of traibibf on employee performance and employee engagement as an intervening variable (study at CV. Mubarokatan Thoyyibah Kudus) in the City of Kudus.

The data analysis method used in this research is IBM SPSS AMOS 22.0 software. The data processing and analysis process uses SEM (Structural Equation Modelling) by first testing the indicators with Confirmatory Factor Analysis. The sample used in this study is the entire population of employees of CV. Mubarokatan Thoyyibah Kudus, with a total of 124 respondents. Data were collected through questionnaires, observation and literature study.

The results of this study indicate that: 1) training has a positive and significant effect on employee performance, 2) employee engagement has a positive and significant effect on employee performance, 3) training has a positive and significant effect on employee engagement.

Keywords: *Training, Employee Performance, Employee Engagement*