

## **ABSTRACT**

*The current study investigates the effect of high-performance work systems and feeling trusted by the supervisor on employee engagement through the mediating role of knowledge sharing behavior among employees that has experience at the acquisition process. The sample of this study collected from 107 Indonesian employees working in financial companies who have carried out acquisition process in 2019. This research conducted structural equation modeling (SEM) in order to investigate the relationship between high-performance work systems and feeling trusted with employee engagement. Furthermore, analysis through sobel test was used to test the mediating effect of knowledge sharing behavior. Our results showed that high-performance work systems has an insignificant positive impact on feeling trusted, significantly positive on employee engagement, and significantly positive on knowledge sharing behavior. Hereafter, feeling trusted by the supervisor also has an insignificant positive impact on knowledge sharing behavior. However, the relationship between feeling trusted with employee engagement was insignificant negative. Lastly, knowledge sharing behavior was failed to mediate the relationships between HPWS and employee engagement or feeling trusted and employee engagement.*

**Keywords:** *employee engagement; knowledge sharing behavior; feeling trusted; high performance work systems*