

ABSTRAK

Penelitian ini bertujuan untuk mengkaji pengaruh *employee engagement* dan *organizational commitment* dalam meningkatkan kinerja karyawan. Analisis statistik yang digunakan dalam penelitian ini adalah SEM (Structural Equation Modeling) dengan pengumpulan data melalui kuisioner terhadap karyawan CV.Nipson Paint bagian produksi yang berjumlah 167 responden. Hasil analisis membuktikan bahwa *Employee engagement* berpengaruh positif signifikan terhadap *organizational commitment* dan *employee performance*, selain itu terdapat pengaruh positif signifikan antara *employee engagement* dan *organizational commitment*.

This research is to review the influence of the employee engagement and organizational commitment in increasing the employee performance. the statistic analysis that will be use in this researc is SEM (Structural Equation Modeling) by questioner data collection toward 167 respondent of production's employee CV.Nipson Paint. The analysis result shows that employee engagement significantly bring the positive influence toward organizational commitment and employee performance, besides that is also bring significantly positive influence between employee engagement and organizational commitment.

Keywords: *employee engagement, organizational commitment, employee performance*