

ABSTRACT

Employee performance is one of the important factors to the succes of a company. There are several factors that affect the performance improvement of employees, one of them is employee engagement. The purpose of this research is to describe about employee engagement and employee performance in Telkomcel Timor Leste and to analyze the influence of employee engagement that consist of leadership, achievement, camaraderie and equity simultaneously and partially on employee perfomance in Telkomcel Timor Leste. This research is quantitative. Sample in this research are 80 employees of Telkomcel Timor Leste with have “open contract”. The data is collected using questionnaire with 34 items related to employee engagement and employee performance. The analysis technique is path analysis and calculated data using SPSS for Windows version 23.

Descriptive analysis showed that the percentage employee engagement is high, which the level of leadership is 80,69%, the level of achievement is 82,06% %, the level of camaraderie is 82,06%, the level of equity is 86,31% and the percentage employee perfomance is also high at 83,28%. The result of path analysis, employee engagement that consist of leadership, achievement and equity have simultaneously significant influence of 51,27% on employee performance in Telkomcel Timor Leste. Partially, the leadership has significant influence at 30,50% , the achievement has significant influence at 34,60% and the equity has significant influence at 28,10%, while the camaraderie is not significant influence towards employee performance.

Keywords: *employee engagement, employee performance.*