

ABSTRACT

Employee engagement is a form of employee loyalty to the company. This research was conducted at PT. ABC Bandung. There is an indication that there is a high level of employee engagement towards the employees of PT. ABC Bandung.

Therefore, the aim of this study is to determine employee engagement factors for the employees of PT. ABC Bandung. The factors of employee engagement in this study refer to the results of the research proposed by Anitha (2014) with the theoretical foundation of Elliott and Corey (2018:13). In Anitha's study (2014) there were seven factors consisting of work environment, leadership, team and co-worker relationship, training and career development, compensation, organizational policy, and workplace well-being.

This research method is quantitative research with descriptive research and factor analysis. The research respondents were 83 employees of PT. ABC Bandung by sampling using Simple Random Sampling method and factor analysis using SPSS Version 25.

The results showed the level of employee engagement on employees at PT. ABC Bandung at 71.05%, so it can be concluded that the level of employee management at PT. ABC Bandung in the high category. This research produces one new factor, namely the Employee Engagement Factor with the biggest contribution variable is the work environment.

Keywords: Factor Analysis, Employee Engagement, Work Environment, Team and Co-worker Relationship