ABSTRACT

PT Bank Negara Indonesia (BNI) Persero Tbk, since its establishment in 1946, has consistently strived to enhance its contribution to the nation through sustainable long-term business growth. One of the key drivers of this success is the comprehensive implementation of Human Resource Management (HRM) strategies across various aspects, including recruitment, development, performance management, and *Employee Engagement*.
Historical data analysis indicates the presence of Opportunities for Improvement (OFI) for the company in implementing *Employee Engagement* strategies to enhance *employee performance* and overall company performance.

Previous studies have demonstrated that *Employee Engagement* plays a critical role in improving *employee performance* and company performance. Therefore, the purpose of this study is to examine the level of *Employee Engagement*, *employee performance*, and company performance at BNI, as well as to analyze the influence of *Employee Engagement* on *employee performance* and company performance, both partially and simultaneously.

The population in this study includes all permanent employees of **PT Bank Negara Indonesia (Persero) Tbk**, totaling 27,570 employees. The sampling technique used is purposive sampling. Based on the Slovin formula, the sample size determined is 394 respondents. This study employs a **quantitative research** approach. The research instrument used is a questionnaire distributed via digital form (digiform). The collected data were analyzed using **Partial Least Squares (PLS)** to test the relationships between latent variables. PLS was chosen due to its capability to analyze data with a moderate sample size and without requiring the assumption of data normality.

The findings of the study indicate that the level of *Employee Engagement* is very high, *employee performance* at BNI is at an excellent level, and the company's performance is at a good level. Furthermore, the employee engagement variable has a significant influence on *employee performance*. Both employee engagement and *employee performance* significantly influence company performance.

It's recommended that BNI fosters a culture of transparent communication, where employees feel heard and that their opinions are valued. BNI should also strengthen its performance evaluation system by implementing clear, measurable, and relevant indicators such as productivity, service quality, work efficiency, and customer satisfaction. This study is expected to serve as a reference and informative source for understanding *Employee Engagement*, *employee performance*, and corporate performance, thereby contributing academically to the field of knowledge. Additionally, it may provide a foundation for future research and serve as a valuable reference for expanding insights into *Employee Engagement*, *employee performance*, and company performance within other banking institutions.

Keywords: *Employee Wellbeing, Employee performance, Company Performance*