

ABSTRACT

The research aims to determine the effect of Employee Engagement (X_1), Organizational Commitment (X_2) and Work Motivation (X_3) on Employee Performance (Y). Method used are descriptive analysis and verification analysis. The object of research is the employees of PT. PLN (Persero) UP3 Majalaya as many as 88 people. Based on the results that have been obtained, influence of Employee Engagement (X_1), Organizational Commitment (X_2) and Work Motivation (X_3) on Employee Performance (Y) that is equal to 67.6%. Partially Employee Engagement (X_1) has an effect on Employee Performance (Y) by 23.3%, Organizational Commitment (X_2) has an effect on Employee Performance (Y) of 29.6% while Work Motivation (X_3) has an effect on Employee Performance (Y) of 14.6%. Organizational Commitment Variable (X_2) gives the highest influence on Employee Performance (Y) compared to Employee Engagement (X_1) and Work Motivation (X_3).

Keywords: *Employee Engagement (X_1), Organizational Commitment (X_2) and Work Motivation (X_3) on Employee Performance (Y)*