

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh *employee engagement*, *organization citizenship behavior* (OCB), dan *job satisfaction* terhadap kinerja karyawan. Metode pengumpulan data melalui survey dan mengedarkan kuesioner, dengan 40 responden karyawan PT Multi Trading Pratama Group Padang. Metode analisis yang di gunakan adalah analisis korelasi dan regresi berganda.

Hasil penelitian yang di dapatkan berdasarkan Uji Parsial (Uji t) diperoleh *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan sedangkan *organization citizenship behavior* (OCB) berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. Berdasarkan Uji Simulttan (Uji F) diperoleh *employee engagement*, *organization citizenship behavior* (OCB) dan *job satisfaction* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan sebesar 0,006.

Kontribusi *employee engagement*, *organization citizenship behavior* (OCB) dan *job satisfaction* terhadap kinerja karyawan adalah sebesar 0,233 atau 23,3% sedangkan sisanya 76,7% dipengaruhi oleh variabel lain yang belum di teliti.

Akhirnya penulis menyarankan untuk pihak manajemen PT Multi Trading Pratama Group meningkatkan kinerja karyawan melalui *employee engagement* dengan peningkatan masing-masing, indikatornya *vigor* (kekuatan), *dedication* (dedikasi), *absorption* (absorbs/kekhusyukan)

**Kata kunci :** *employee engagement*, *organization citizenship behavior* (OCB), *job satisfaction*, kinerja karyawan

## **ABSTRACT**

*This study aims to examine how much influence employer engagement, organization citizenship behavior (OCB), and job satisfaction on employee performance. The method of collecting data through surveys and distributing questionnaires, with 40 respondents of employees of PT Multi Trading Pratama Group Padang. The analytical method used is correlation analysis and multiple regression.*

*The research results obtained based on the Partial Test (Test t) obtained by employee engagement have a positive and significant effect on employee performance while organization citizenship behavior (OCB) has a positive but not significant effect on employee performance. Based on the Simulttan Test (Test F) obtained, employee engagement, organization citizenship behavior (OCB) and job satisfaction partially have a positive and significant effect on employee performance by 0.006.*

*The contribution of employee engagement, organization citizenship behavior (OCB) and job satisfaction on employee performance is 0.233 or 23.3% while the remaining 76.7% is influenced by other variables that have not been examined.*

*Finally, the writer suggests that the management of PT Multi Trading Pratama Group improve employee performance through employee engagement with each increase, the indicator is vigor, dedication, absorption*

**Keywords:** *employee engagement, organization citizenship behavior (OCB), job satisfaction, employee performance*